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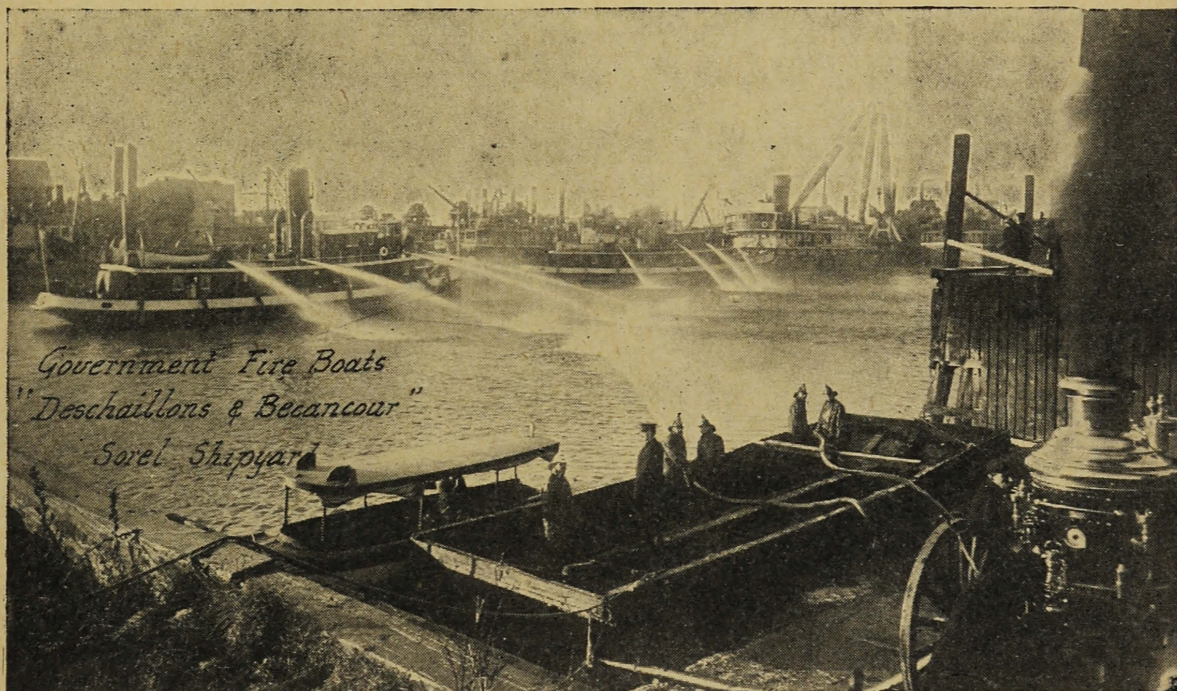
NO. 11

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
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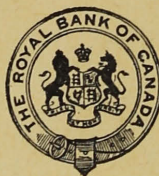
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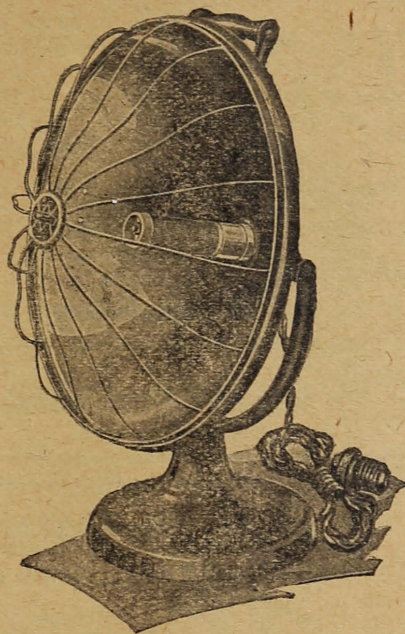
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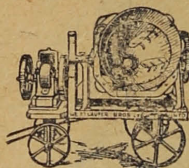
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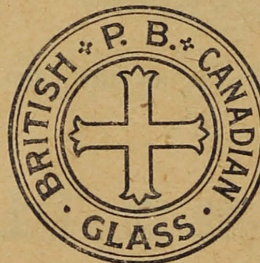
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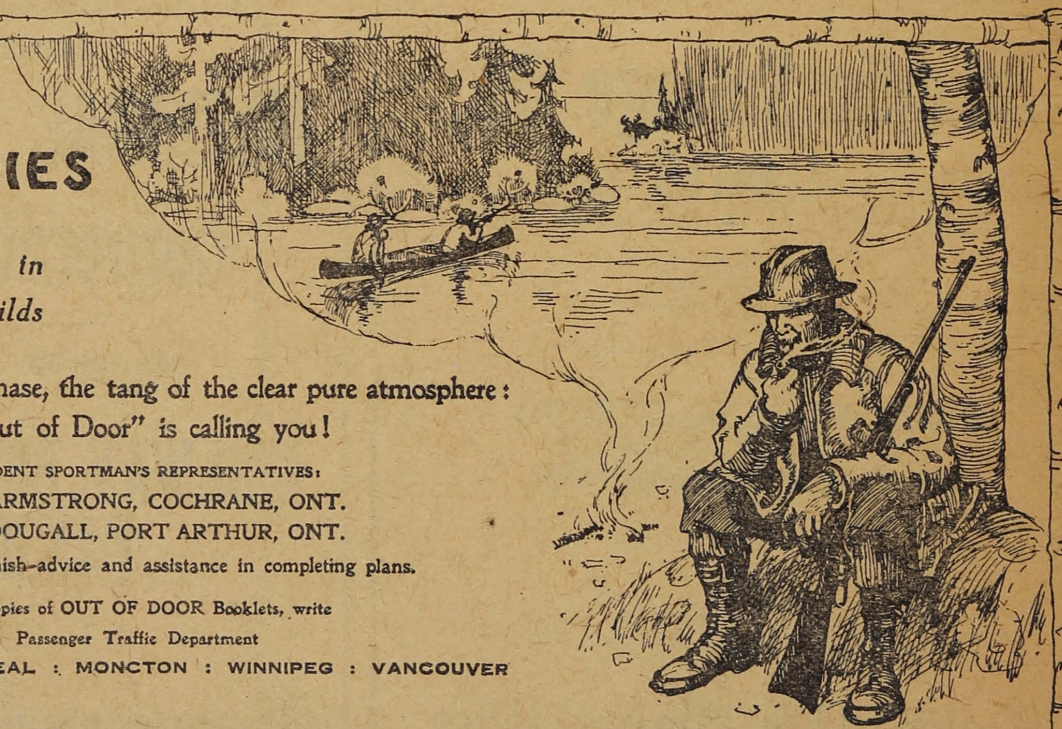
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COAST TO COAST

Three groups of federal employees in Ottawa have organized and affiliated with Labor. Already results show the wisdom of the move. Complex problems have begun to be solved, cruel discrepancies and injustices to be eliminated, the just demands of civil servants to be hearkened to with more than mere politeness. But this is only Ottawa. What about every other city, town and hamlet from coast to coast where there is a handful even of government employees? Have you considered the tremendous energy for right action that would be generated by Dominion-wide organization and federation — federal, provincial, municipal? Have you compared your present state of futility and weakness with what such a future might bring? Have you thought of the privations, present and future, that loom so large before you with hitherto apparently no way of escape, and then turned to gaze upon this invincible structure being reared in your midst: the citadel of Labor, built gradually, inexorably, stone by stone, solely for the noble purpose of self-defence against the insatiable enemies of humanity? Men and Women of Canada, remember, scattered and helpless you fall; united and bowerful you stand! Life's tragedies have proved this. Let Life's future prove that we have profited by the past!

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THE CIVILIAN

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Why Affiliate with Labor ?

By Charles J. Tulley.

"Again and again I have insisted how those are the happy moments of society; how those are the marking epochs of a people's life; how those are flowering times of literature and art and all the power of creative genius; when there is a national flow of life and thought; when the whole of society is, in its fullest measure, permeated by thought; sensible to beauty, intelligent and alive."

—Mathew Arnold.

Despite the very many indications to the contrary, perhaps there has been no period in the world's history when the peoples of the earth travelled so rapidly towards democratic control. And this is what the most ambitious worker desires in behalf of all communities. Workers in all countries are getting together for freedom and this spells democracy.

Why affiliate with Labor? The use of the word "worker" at the outset expresses the best reason. The word "labor", heretofore, has had a very restricted meaning and included only those who assisted in the production and distribution of the world's wealth by physical means. Now labor has become more comprehensive. Manual workers have found that they cannot live unto themselves if they are to be the largest factor in the betterment of human affairs. Hence they have reached out and have induced other workers to join their ranks, workers of the mind and those who appeal to man's desires through the mind to his emotions. Indeed man is very complex and his needs, physical, mental, and emotional are without bounds. All who do work of any kind to satisfy these ever-increasing

desires are workers doing necessary work and here surely the acceptance of this idea points the way to democracy. All workers must unite in democratic control for the exclusion of all legislation which makes it possible for any individual to secure anything to satisfy his wishes without giving in exchange valuable service.

The labor movement now includes all workers of hand and mind. Surely here is the beginning of the levelling of all misunderstandings and the basis for the reconstruction of a society with equal opportunity for all and special privilege to none.

Now it is not at all peculiar that the movement towards democracy to the gradual elimination of all aristocrats, autocrats, plutocrats, etc., had its beginning in an economic struggle. The great mass of humanity, kept in ignorance, since its assembly into large communities, has bowed to the will of the master, usually the owner, at first of the worker, body and soul; and later of the sources of his "living", has toiled for such portion of what it collectively produced after the master's desires were satisfied. Education came and with it the realization of the humanity of all men, with equal right to "life, liberty and the pursuit of happiness"; not only life but an abundance of life, not only liberty but the fulness of freedom, and the pursuit of happiness which urges the human being to ever train the mind to enjoy those greatest pleasures which come from thought, thought producing philosophy, music, painting, poetry, national ideals.

But first of all men in the mass have to live and, when the whole of

their waking hours were absorbed in doing a certain task in order to acquire enough and oftener insufficient bread to feed the body furnace, enough and oftener insufficient clothing and shelter, then it was that some, with ever increasing numbers as the years passed by, decided that they would no longer continue in this manner. Their objection was met by the established "order" and many fell by the wayside. Organization alone won and organization has developed so rapidly that nearly every branch of human activity is organized. Had aristocrats, autocrats and plutocrats so arranged society that democratic control had been established, then sectional organization would have been unnecessary; but those enjoying special privileges, legally handed down, are reluctant to surrender to the common good. The manual worker felt the pinch first. Perhaps this is not quite true for many a mental worker has produced in dire poverty. In the case of the latter, however, organization was undignified. False dignity has worn away with the on-rush of democracy.

Probably the most dignified workers to be found are among civil servants. During the stress civil servants organized for combined action. Organized civil servants were able to get just so far. They were an isolated body in society, the target for every disgruntled politician, and the laughing stock of all other workers. An isolated body they were, but they have joined the largest body of workers. Why? Labor cannot move ahead alone. It must reach out in its development of democratic control to include all workers. The civil servants

must have a voting strength behind them in order to gain the serious consideration of parliament to which they have to look for economic redress.

Why affiliate with labor? In order that we may strengthen our hands in the fight for better economic conditions not only in our appeal to our direct employers but also in co-operative effort to secure commodities without having to meet the cost of increased ground rents, shop-rents, mammoth advertising schemes and innumerable unnecessary "middle men."

Why affiliate with labor? Civil servants need homes and since our banking institutions do not exist to serve the public generally co-operative effort must be sought to finance such schemes.

Why affiliate with labor? Labor stands definitely for co-operative control of industry and carried into the service this idea means classification, re-organization, etc., being worked out by civil servants in conference on equal terms with their direct employers.

Why affiliate with labor? Labor has recently proved itself the strongest force towards maintaining world peace. The bloodiest and cruelest war the world has seen is still green

in our memory. Is it to be repeated? Labor says "No!"

Why affiliate with labor? Here is the beginning of the development of the community spirit in our country; the breaking down of the old bitterness and rivalry among "classes"; the destruction of prejudices and misunderstandings by the getting together of all as workers for the common good of our splendid young nation. A study of the ideals that "labor" has kept before it during the last few years shows it to be the most ardent student of national and world affairs. And this fact has drawn the attention of the whole world to the great labor movements. The affiliation of civil servants with the labor movement is but the first step towards the destruction of all absurd prejudices which are all too often exploited to the interests of non-workers whose chief aim is to retain the control of society in order that they alone shall enjoy ease and culture. Teachers must soon follow. The development of an educational system for our children is the most important phase of our community life and this will never be done properly if left to the too often unscrupulous politician or the service of special interests. The teachers, those devoted to the ideals of educa-

tion and our national life, must take over the development of policy in education as well as the actual teaching, in co-operation with the masses of workers who use most our educational institutions and pay most to their up-keep.

Why affiliate with labor? To associate with the toilers; to become one with them as workers and to study the conditions of their work from the "inside" is to broaden our sympathies; not patronizing sympathies which lead to the institution of charity; but brotherly sympathy, a mind and determination to legislate in such a manner as to provide for humanity bettering its own conditions, a mental attitude which can only be attained by association.

"How he long forced in humble walks
to go

Was softened into feeling, soothed
and tamed;

Love had he found in huts where
poor men lie,

His daily teachers had been woods
and rills,

The silence that is in the starry sky
The sleep that is among the lonely
hills."

From Federal Union No. 66

THE STRIKE

Many bring up the strike as an objection to our organization. Of course we do not use the method of the strike but we wonder what these people think of the present situation in the civil service if they are fearful that the only thing that will keep civil servants from going out on strike is some non-strike claim in the constitution. If the civil service reaches the point where nothing but the exercise of superior authority will keep civil servants from going out on strike, we do not think that it will make very much difference to the community at large whether the work of the government goes on or not. We have no provision for a strike in our

constitution. There is no such animal as a strike, sympathetic or otherwise, as far as we are concerned; but we insist that the reason we do not strike is not any technical reason in our laws or constitution, but is our sense of our function in community life.

DEMOCRATIZE THE SERVICE

We believe in democratic government. We always hope to have high grade men to govern us, but we must not rely on that too much. We try to throw safeguard around our offices, so that if a czar-like man should get into an office we would have protection. But the civil service does not have sufficient safeguards. In the last few years no effort has been made to democratize the service. We

are standing now more emphatically for democratization than we are for increased salaries; and we have secured the co-operation of organized Labor.

But there is another reason why we have failed to prepare for life in Canadian communities. One of our chief duties is to understand the industrial and economic life of the country, and how can we avoid failure when civil servants for years have prided themselves on knowing nothing about economic, social, political or industrial life. The Associated Federal Employees of Ottawa is the only movement on the horizon at the present time that offers civil servants an opportunity to connect themselves organically with the realities of community life.

Civil Servants and the Labor Convention.

By Frank Grierson.

Three organizations of federal civil servants sent delegates to the convention of the Trades and Labor Congress held at Windsor during the week beginning September 13th. The organizations and their delegates were as follows,—

Dom. Postal Clerks' Assn.

W. J. Cantwell

W. E. B. Mann

Fed. Assn. Letter Carriers

J. E. Archer

Ass'd Federal Employees (Ottawa)

F. Jammes

F. Grierson

Three important resolutions were introduced and adopted unanimously. They were drawn up by the newly-formed Associated Federal Employees of Ottawa and dealt with Whitley Councils, Remuneration and Reorganization. The first of these read as follows,—

Resolution No. 31.—By Associated Federal Employees of Ottawa, Federal Union No. 66: Whereas, we believe that the Canadian people through their Government should be the model employer for industry in Canada, and should by *force of example*, rather than by legislation, contribute to the general adoption of higher and more democratic standards of employment; and, whereas, the co-operative action of industrial councils *gives promise of increased efficiency* in the public services, as well as means of securing to the employees, a greater share in and responsibility for the determination and observance of the conditions under which their duties are performed; therefore be it resolved, that a National Council for the Federal Government Service together with Departmental Councils for the various Departments be instituted forthwith in accordance with the provisions of the Whitley Committee's Report, and as adopted in the Government Service of the United Kingdom.

The following amendment was added by Dominion Postal Clerks' Association:

And be it further resolved that the attention of the Prime Minister be directed to

the serious condition existing in the Postal Service, which threatens to disrupt that service, and in the opinion of this Congress, if this should take place, the Government will have to accept the responsibility, because of its failure to pay a living wage to Postal employees, and the delay in setting up a Whitley Council for the adjustment of civil servants' grievances.

The Whitley democratic principle for the purpose of obtaining co-operation between employers and employed is an outcome of the emotions of the war. The principle has been applied on a generous scale to industry in the British Isles and to some extent in the United States, where, for instance, the Boston Consolidated Gas Co. have granted representation on the Board of Directors, besides distributing profits on the basis of wages paid during the year. The principle has been applied by national Governments; the lead in this regard having been taken in the United Kingdom, where the Government has sponsored the plans on behalf of private industry and has also introduced the system in the national civil service and, more noteworthy still, in the aristocratic British Navy. Turning to the United States, we find a striking illustration of the value of a confidential and sympathetic bond between a Government and its employees on page 1021 of the Labor Gazette of 1919:—

"The War Department of the United States handed over the control of the harness shops of the Rock Island Arsenal to committees of employees, except with regard to administration; the committees appointed the foreman and determined the wages. The official report states,—'the result of the adoption of this plan has been not only greatly increased efficiency and contentment among the men but a radical reduction in manufacturing costs.'"

In Canada, democracy is lagging behind in this respect, but it is now hoped that, with the influences and good offices of the Labor Movement now at the disposal of the civil service, due to the recent affiliation of large civil service bodies, action will

be taken on the Whitley council principle. By means of the partnership thus formed and with the sympathy and co-operation of the civil servants themselves, money may be saved to the country, adequate salaries may be paid under re-organization and a greatly improved service may be rendered.

The following resolution dealt with salaries and bonus and carried,—

Resolution No. 32.—By Associated Federal Employees of Ottawa, Federal Union No. 66: Whereas, the present classification, framed without adequate consideration and without due *consultation* with the various departments of the Government Service, has resulted in rates of *remuneration incommensurate* with the returns in private employment and with the value of the services rendered to the people of Canada; and, whereas, the present *bonus system* is *erroneous* in principle and inadequate in application; and, whereas, the attempted classification, based on *hypothesis*, has proven entirely unsatisfactory and has resulted not only in the loss to the country of the services of *many efficient public servants, but also in most serious unrest*; be it resolved, (1) that immediate steps be taken properly, to grade the service and to define the duties of each position or class of positions, and to *raise salary scales to an adequate standard*, and (2) that this work be done with a view to the *abolition of the bonus system upon its completion*.

25,000 civil servants are on an average salary schedule of \$1,076. Taking into consideration the 30,000 temporary employees, it will be found that this average falls far below that amount. Some men work 20c an hour on a twelve-hour day and a seven-day week. Some women receive 12c an hour. A case was brought to the attention of the delegates at the convention of a returned soldier getting \$105.00 per month from the post office to support himself and family, out of which he was compelled to pay \$75.00 per month to obtain a flat with four rooms, leaving \$30.00 for all other expenses, including "the amenities of civilization". Ninety-one per cent of the permanent federal ser-

vice receive less than \$1,600.00. If the bonus were four times the amount it is, it would not be sufficient to measure up to the conditions affecting other and similar classes of employment, some details of which are presented in the paragraphs following.

First of all, there is the declaration of Dr. Royal Meeker of the United States Labor Department to the effect that \$2,500.00 is the minimum salary to maintain the average family in decency. Employers in private industry have introduced profit-sharing systems among employees in addition to current rates of pay (which are far in excess of civil service pay) in order to foster co-operation and enterprise. Three examples of this system follow; being chosen from a number in Great Britain, United States and Canada,—

A. A. Gray & Co., of West Hartlepool, England. — Divides 20 per cent of the total annual profits among the workers—(Labor Gazette, 1919,—P. 648).

The Endicott Johnson, U.S.A., — After paying dividends, divides the balance of profits 50-50 between the employees and holders of common stock — (Labor Gazette, 1919, P. 865).

The Noble Foundation of Nobleford, Alberta.—Besides paying prevailing rates and a bonus, it distributes a profit-sharing dividend on wages at the same rate as the dividend paid to shareholders which has averaged 20 per cent since the organization of the company — (Labor Gazette, 1919, P. 381).

Two instances of sound social-economic policies of other Governments follow,—

An amendment to the Old French mining law came into effect in September, 1919. It provides that profits shall be shared not only by the state but also by the workers, manual and non-manual — (Labor Gazette, 1919, P. 1260).

The Labor Gazette of 1919, P. 1187, reports that the Dominion of New Zealand in considering public management of coal mines proposes to foster enterprise and efficiency among Government servants by distributing dividends to workers on total pay-roll at the same rate as that paid on stock remaining in the hands of the public. Provision is also made for suitable housing and appropriate recreation for the public servants.

In view of the comparison in the preceding paragraphs the Labor Congress will stoutly demand remedial legislative action by Governor General's warrant in order to prevent

actual privation if not starvation in the homes of civil servants all over this land.

The third resolution adopted by the convention dealt with the all-important subject of re-organization,—

Resolution No. 34.—By Associated Federal Employees of Ottawa, Federal Union No. 66: Whereas, reorganization of the Civil Service of Canada is both desirable and necessary; and, whereas, this undertaking could best be carried out co-operatively by the Government and its employees, in consultation with duly qualified advisers; be it resolved, that the arrangements entered into between the Government of Canada and the firm of Griffenhagen and Associates by which the latter are to reorganize the Federal Civil Service be terminated forthwith, and that for the purpose of reorganization of the Civil Service, there be established in each Department boards composed equally of representatives of the Government, and the employees, assisted in an advisory capacity, for each class of employment by representatives of the same profession or calling in private employ and not by so-called efficiency experts.

Re-organization is the foundation of all civil service problems. The doing of unnecessary work, the duplication of necessary work, the overmanning and waste due to fifty years of Patronage must be abolished. The necessary workers may be paid a wage consistent with social logic ideals and Government service must be better than any other kind.

The Labor Movement recognizes that the employees are the potential raw material for the production of future generations of the Canadian race, and the efforts of the Congress have been concentrated upon the attainment of improved conditions of living for those who depend upon salaries or wages for a living. Civil service delegates placed their case in the hands of the Congress at Windsor on September 17 and the reception they received argues well for some remedial as well as constructive legislation in the near future.

In federal civil service affairs there is one great truth standing out above all others, viz,— the necessity of re-organization. Attempting to purify the service by classification without re-organization appears to be a process of pushing clouds or blowing bubbles. Classification was undertaken in good faith and was a praiseworthy attempt on the part of the Civil Service Commission to achieve

a great reform. If the Arthur Young Company's representatives had been experts in fact as well as in name they should have advised the Commission that a classification of the service in its present chaotic state entailed a classification of anomalies, eccentricities, injustices, duplications, etc., etc. They did not do so and consequently the Commission is doing its best to push the service over the asses' bridge constructed by the gentlemen from Chicago.

An estimate of the confusion reigning in the service due to 50 years of patronage is attributed to the late John Fraser, who for several years held the office of Auditor General. He is said to have made the statement more than once, that if he had one-third the money expended each year on account of civil government (the old Inside Service), he could administer the business better than had been the case in the past. To attempt to classify a system such as that is simply to perpetuate a "tragic farce". Some ten years ago during the regime of the well-known Robert Catherwood as head of a commission in Cook County, Illinois, a re-organization took place which saved the public \$800,000 and at the same time permitted the employees to be paid 25 per cent more salary than they had been receiving.

With the best intentions, the Government has sanctioned a re-organization of the federal service under the order in council of May 13. Therein a violation of the statutes and a serious error and injustice have been consummated.

The order in council was created in an atmosphere of secrecy and state oligarchism. The Civil Service Commission, the expert department set up for the single purpose of civil service reform and re-organization, was not consulted as to this measure, — the agencies to be employed or the procedure to be followed. The very government which at great expense created this expert department to deal with the Merit System, discarded the Civil Service Commission and has transferred the supervision of this re-organization over to a committee composed of politicians. When the work is finished, certain officials will be found superfluous. Under what auspices will the decisions be made as to who shall go and who shall remain? Simply the same old influences

which have, during the past fifty years, brought the civil service to its present pitiable condition, viz,— the political patronage interests of the party in power.

The members of the service who have the most vital interest in the contract with the Griffenhagen people received no better consideration than did the Commission. Had the order in council dealt with asses, mules or dogs, no representation would be expected, but it dealt with human beings,

civil servants, who once more are treated like abject slaves.

Resolution No. 34 introduced at the Labor convention by Federal Union No. 66 is an indication to all civil servants that they have a champion in the field. The status of civil servants as freemen will be protected. This resolution provides for the elimination of the Griffenhagens from the political map of Canada and requires that re-organization shall be carried

out according to law and under the Whitley method of consultation between the Government and the employees. All good people will hope and will trust that the justice of this case will appeal to the governing authorities, and that when ably presented, as it will be by Mr. Tom Moore, will result in the desired changes being made under the auspices of the Commission instead of a committee of ministers of the Crown.

Federated Association of Letter Carriers

LETTER CARRIERS' BUDGET

By Alex. McMordie, (Sec.-Treas.)

From recent observations, it would seem that salvation for Government employees consists in division rather than unity. Much has been heard in the past of the "Solidarity of the civil service from coast to coast". If this means that a feeling of tolerance has arisen, whereby each section will sink all their differences and stand on a platform for a common cause, all civil servants should rejoice, and none more so than the Federated Association of Letter Carriers.

The 18th Biennial Convention of Letter Carriers, Peterboro, Sept. 1920, went on record as asking for a re-opening of the whole classification; abolition of the five-year clause; equality of bonuses; Whitley Councils; protection against promotions made not in accordance with the principles of seniority; appointment of two representatives to meet all other branches of the service: "Organization" to a round-table conference on closer relations.

If affiliation with organized Labor is desirable, let us not expect the man with the hoe to do everything for us. There must be unity of purpose in our own ranks, and identity of interests amongst post office employees. Want of co-operation is responsible for the discriminations made in the recent classification, as well as in the pay cheques. Let us all work for a

Whitley Council for post office employees and thus have a peaceable revolution.

To all members of the Postal Service

The past few years have been strenuous for postal employees, the ever-increasing cost of living and the meagre increases of salary to meet it, causing our Western confreres to temporarily revolt. The late provisional allowance was an old bone of contention, and now re-classification has its influence in creating further discontent by grades and classes, while the bonus award appears in the nature of a dole, making the size of the family fix the wage scale.

The Letter Carriers Association has consistently observed the policy of making their representations on their merits, and in trying to support them by persuasive and convincing arguments. However, there has arrived the time when it is desirable that each member should not only know his association's ideals and desires but should know their relationship to other parts of the Postal Service, that the bond of sympathy and fraternity shall be thereby strengthened, and equity and justice at all times demanded. We are in need of each other's support to crystalize all thought and action into decisive measures for presentation to the Government of our views of justice and fairness as it affects each and every branch and

grade in the post office service. We must take steps to procure an independent Court of Arbitration of legitimate grievances, salary or otherwise.

The 1919 Report of the Civil Service Federation of Great Britain, says: "Inquiries have been addressed to the constituent associations on the subjects of:—

1. One Civil Service Union.
2. Amalgamation of associations of similar grade.

There appears to be no general support for the principle of one large Civil Service Union, the view being that such a body would be too unwieldy for effective action, and that in the mass, the interests of the smaller grades would suffer. There is a much greater general agreement with the principle of amalgamation of departmental groups, notably in the post office, by affiliations.

We believe it is the duty of every association to affiliate with appropriate organizations and to this end we urgently request all associations to openly discuss the ways to procure a working basis for such a federation.

A. McMordie,
420 Gladstone Avenue,
Toronto, Ont.
Secretary Committee.
R. H. McDonald,
118 Falstead Ave.,
Toronto, Ont.
John Archer,
Hamilton, Ont.

At the Sign of the Wooden Leg

Your
Humble
Servt
Silas
Wegg

Getting Ready for the Winter

*"Leaves have their time to fall,
And flowers to wither at the North
Wind's breath",*

Which reminds us that we must soon change to the heavier kind, and be loading up the soap-boxes with ashes and sad thoughts on the price of coal.

This getting ready for winter has ever been a luscious morsel for moralists to roll under their tongues. It has afforded the basis for such helpful fables as that of the thrifty ant and the tango-entangled grass-hopper, and has embalmed itself in such hedonistic phrases as "Gather ye rosebuds while ye may", or such pragmatic slogans as "Make hay while the sun shines". One could go on for hours, were the cost of news-print not so heavy, reeling off paragraphs on the need of making provision for the frosty days ahead, but what are the insurance companies and superannuation bills for?

It is a great temptation also to write about the squirrel and his uncanny knowledge of the coming snow, and of the mink who needs no Foster (Washington, D.C.) to remind him that an unusual disturbance will cross the Pacific slope, culminating in a zero-marking spell along the Laurentian ranges, before he (the mink, not Foster) orders another thickness of fur for his winter overcoat. Had we a squirrel or a mink, or some other fur-bearing animal, in our national councils, we would not be found every January tapping like foolish woodpeckers on the steel shell of an empty treasury.

But I do not intend to talk about these far-sighted denizens of the woods who, I am assured, never make mistakes in bringing down their winter budgets. I leave them with their own special nuts to crack. We have ours, and it is of these I desire to write.

Nor shall I take up your time in giving you advice, as I am capable of

doing, about the best way to make and handle storm sashes. You would not heed my words, and I would only have your contempt for my panes. There are more serious things to concern us as the sun edges his way to the south. Winter brings zero weather and coal bills. It brings Parliament back to us also.

How shall we get ready for our legislators? In the good old days there was but one way of greeting a member on his arrival in Ottawa. This was known as the coat-tail method, as practised in the grand old game of Tag. Members were spotted from afar. Civil servants, in those glad times, sat up of nights studying the Parliamentary Guide for some favorable clue in a legislator's history which might lead them into intimacy with him. His birth-place, his religion, his standing in this or that secret society, his marriage relations, his business, his sporting activities — all were canvassed in hopes that by some means he might be found touchable.

For those were the golden days of Patronage, when a word from the member for Blankshire counted more than all the equations of the Higher Algebra in converting a junior-second-class clerk into a sure-enough second-class clerk at eleven hundred dollars a year. Todhunter was then a poor support. Tuft-hunter turned the trick.

No one ever dreamed of presenting his views to a member. Your one object was to find out what his views were and to reflect them. Naturally there were good pickings for the sycophants, and, in fact, no one questioned the right to promotion claimed by a member's nephew or a faithful adherent to a powerful minister's creed. The worst thing to be said of one so favored was that he was lucky. Such was the outstanding feature of the coat-tail method of getting ready for the winter.

We have to proceed otherwise now. A generation has arisen that knows not Joseph Israel. To be a Manitoban counts for nothing with the Right Honorable leader of the Government. A Knight of Columbus gains no kudos from his framed certificate of membership. The bow of orange ribbon is no better passport in Ottawa than in Cork. In other days a Rough Rider, when making a touch-down before a grand stand filled with deputy-ministers, was sure that his achievement would be ultimately scored in the Estimates. It would not avail in these days of decadent sport to kick a football even over the Hunter Building.

We greet our members now with statistics instead of smirks, with facts instead of fawning. We ask no privileges, because we have rights. When men could get a comfortable house for fifteen a month, a minister considered it a favor to grant him a hundred a year increase. Now that Grifenhagen's five-or-ten-a-month increase is nabbed by the landlord before it casts a shadow on the paycheque, it is a weak-kneed fellow that cannot tell a minister that the salary schedules must be revised.

It does not take courage to present our case before the Throne now. It does take courage to go on living without making complaints. In olden times we regarded a statutory increase as something that moths and rust could not corrupt, nor thieves break through and steal. It is mildewed now before it reaches us. Take no credit, therefore, to yourselves as a brawnier race than your predecessors because they lifted hands of praise for their promotions while you grumble at the inadequacy of your bonus. It is the difference between eggs at ten cents a dozen and eggs at whatever your classification brings you.

This is why we do not look forward to our winter with our members in the same way as we did in 1900. Then

we were hungry for a few luxuries. That makes men solicitous, and cringing even. Now we are hungry for ham and eggs, and that kind of hunger makes men restless. In 1900 a promotion meant Sandy Hill and a new sideboard. In 1920 it means a Rolls-Royce—for the landlord. Thinking of these things, we are not so disposed to hang on to a member's coat-tails. We are more intent on standing fair and square before him and reading to him the items making up that bit of propaganda called the Family Budget.

Moreover, we have confidence that members of parliament do not wish to be placated, but to be convinced. They were easily convinced last session that it needed \$4,000 a year to do the work of legislating that a few years ago was done by \$2,500. We are sure that the summer has brought home to them the insufficiency of that re-adjustment, and that they are anxious to apply to the matter of civil service salaries the principles which they found of some force when applied to the matter of sessional indemnities.

They have been also reading the papers, and know that commissions, appointed by their own government, have found that the old-time dollar is

of no avail to keep the wheels running on the railway tracks, that a dollar forty per cent bigger has become necessary; also that a larger dollar has been minted for the telegraph companies, and that the same commissioners are giving attentive ear to the demand of the telephone and express companies for a coinage that will cover their operating expenses, which include increased salaries for their staff. How then can they be unmindful of the inadequacy of the coins with which civil servants are paid? Surely, they say, if we have to mint a new dollar to satisfy the needs of our public utilities, it is necessary to coin a bigger dime for the use of our public employees. A government that appoints boards with powers to adjust the rate of pay of railwaymen must, as a matter of respect for its own prerogatives, see that the pay of its own servants is also properly adjusted.

There are certain women—Dickens portrayed one of them—who leave their own family in distress while they labor for the people of Timbuctoo. Thank heavens we have no women in our parliaments. These sober men will not be up to any such tricks. They have subscribed to the doctrine laid down at Versailles that

labor is not a commodity and, the *Ottawa Journal* dissenting (see editorial on the Buck letter) they have maintained in respect to every important industry in the land that the wage-earner is within his rights in seeking a higher rate of pay. Can we doubt, then, that at this session of parliament a measure of relief, not based upon any Chicago system of normal curves but founded on the principles made applicable by the cabinet itself in other businesses, will be presented for the purpose of adjusting civil service salaries? We are on to the Chicago curves. What we want is a fair chance now to swing the bat and lam the ball over the fence. It is time we were given an innings.

As we said at the outset, "leaves have their time to fall", even though prices haven't, "and flowers to wither at the North Wind's breath," not to say anything about the birds of hope, and all this reminds us that there's a hard winter coming. But, if our talk together has not been for nothing, we are unconcerned about the frosts. Convinced as we are of the reasonableness of a sympathetic government and parliament, all that we have to do these mournful October days is to get ready for Spring.

THE POLITICIAN

By John F. Waddington.

(*Ottawa Citizen*)

The vivid future we foretell
For Christian or for Infidel;
No longer bound by Creed or Race
But marked by favor or disgrace;
Party or individual
Will bear th' inevitable trace
Of their own thinking—ill or well,
And of these twain shall we partake
As good we cherish or forsake.

He will the farthest fall who high
Rears his own personality,
Or who with obstinate intent
To his own private aims gives vent
And, state-craft wanting, will not ply
Beyond the dim experiment
Of his own fortunes, but will be
Intolerant of all who stand
Outside his mental boundary land.

But highest will that soul ascend
Who labors for no private end,
Who, viewing all men in the light
Of His Creator, views aright,
And sees in each the happy blend
Of life and truth made exquisite
By the sweet impulse to befriend;—
On him, at peace, descends the Dove
Wing'd symbol typifying Love.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks
Forum

TORONTO TREND OF THOUGHT AND ACTION

By George F. Millner

At Toronto last September, two notable events took place, two milestones passed in civil service progress: one, marking a great advance among themselves; the other a closer relationship with Labor, and both showing progress toward the ambition of all unselfish civil servants — a coast-to-coast united brotherhood.

First is the federation — said by many earnest men to be an impossibility — of the executive officers of the Toronto Postal Services, Railway Mail Clerks, Letter Carriers, Chauffeurs, Postal Porters and Postal Clerks, into one united body known as the "Federated Civil Servants". The second event is not less important in the history of the Postal Clerks of Toronto, being of the greatest protective value, namely their affiliation with the ranks of Labor, and their marching in the ranks of a Labor Day parade for the first time in their history.

For many years the federation of the five Postal Services has been the earnest desire of all those clerks who realize the vital truth contained in that old maxim, "United, we stand; divided, we fall"; a bond by which alone any body of men may hope to attain their purposes. This body, known as the Federated Civil Servants, welded in what has hitherto been regarded by many civil servants as an altogether impossible unity, has at last succeeded in attaining the impossible, an united brotherhood of the five services at Toronto, which should lead to the united brotherhood of all civil servants employed in Canada. If one body of civil servants, in one city, can sink their several differences in the sea of mutual toleration and desire for mutual progress, then there should not be the slightest difficulty found by the executive officers of any Dominion body of civil servants in following the example set by Toronto postal officers.

The executive officers of the five postal branches at Toronto are men chosen by their brothers for individual aggressiveness in the cause of justice, and the stainless characters which all possess. Their good judgment is unquestioned, and their names — which a limited space alone prevents printing — are synonymous with patriotism, honesty and truth. The executive officers of the Federated Civil Servants desire to found, and to maintain among their brothers, an empire of justice and protection. They will find that empire if supported by the brothers who have placed them in office.

Affiliation With Labor

The second great event, and one which has always been the earnest desire of more than ninety-five per cent of Toronto postal clerks, occurred when they marched with their brother laboring-men in the ranks of the Labor Day parade at Toronto. This affiliation of the postal clerks with Labor is not a witness to their progress toward anarchy, rebellion, sedition and conspiracy; nor is it intended to imply that they march under the red flag of the Bolsheviks — a banner flaunted by men crazed of mind and utterly revolutionary in all things honest and peaceable. (The whole weighty opinion of the Trades and Labor Congress, recently held at Windsor, is recorded as being totally opposed to the hoisting of such a despicable flag above honest men's heads.) The sole reasons for such an affiliation with the Labor party, under its flag of honesty and patriotism, are protection for the weak, justice for all, and solid unity among their ranks.

Some very earnest in the cause of humanity, thoughtful for their country's welfare, honorable in all things and deeply interested personally in the future of the Labor party, have shaken grave heads at such an affiliation of Government servants with Labor interests. Let me say to these people that in this affiliation there is no cause for fear or doubt. And let me say why this affiliation has been made.

Protection in Partnership

Today employers seek to interest their employees, in hundreds of cases, by introducing in their businesses superannuation schemes, insurance and the best of working conditions for all concerned. Employers find it is the one best policy of success in business to institute these once visionary ideas as the fundamental principles by which they may hope to carry on any business successfully. Employers have even gone to what, less than fifty years ago, were considered as revolutionary lengths in business principles — the reception of employees as partners into their once private and personal business. Why? For self-protection, which is the primal instinct of every man or woman, no matter whether he be of high or low degree.

And employers and employees alike are laborers. Very often the employer labors harder than his employees. No sane man doubts that fact. But employer and employee have commenced to discover that along only one path may both rear healthy children; live in comfort, and unite in a common bond of commercial safety, and that path lies toward the brotherhood of Capital and Labor, united for the Commonwealth.

To prove that advance toward the welding of Capital and Labor interests in one sane, safe, protective business policy, numerous business interests in the United States are spending thousands of dollars annually in "making their men stick". And these, in many instances powerful, progressive bodies of business men, have delved deeply into the soil of what they know as labor unrest. They have discovered, among many other things detrimental to their own prosperity, that it costs huge sums to lock men out; and almost as much to train new men in, with the result that they have taken their employees into partnership, thus using the greatest defensive weapon known to mankind, that of mutual protection.

Self-protection wielded as a weapon by selfish men, has brought misery to

millions. Today hundreds are realizing that this instinct must be broadened by education, and right living, gained by a fair day's wage for a fair day's work, by the unity of Capital and Labor in the broader, more unselfish aim—the protection of all for each other, the obedience of the golden rule, "Do unto others that which ye would have done to thyself".

So I repeat to all who have viewed with some alarm the entrance of Government servants into the ranks of the Labor Party, that any fear of upheaval or rebellion is unwarranted by that entrance. It has been made with but one desire in view, that which hundreds of business firms have granted their employees, a fair day's wage for an honest day's work, the best obtainable working conditions, and the betterment in health and success of both employer and employee. And every postal clerk, not only at Toronto but in every city of this progressive Dominion, joining the Labor Party, earnestly believes that by such an affiliation with his brothers he will be carried safely into the haven of a comfortable life, secured by employment honestly and justly paid for by his employer, to whom there is none more loyal than the Toronto postal clerks.

An Answer to the Peterboro Convention

Press dispatches emanating from the Peterboro Convention, F. A. L. C. ask the following questions: "Why did they secede, and what has their separation accomplished?" Does it not sound like barking up the wrong tree, to accuse an organization, whose first object is to form "One Dominion-wide organization of all Postal Workers" (see Section 1, Article 2 of the Constitution and Bylaws of the A. P. W.) of being a separatist movement? The organization is certainly not a separatist one, in fact, it was formed as a protest against separate organizations within the Postal Service. The inefficiency of the separatist form of organization, was forcibly proven to us during the 1918 postal strike. The strike, which originated in the Toronto Branch F. A. L. C. spread in the west to all post offices, except one, involving alike, letter carriers, post office clerks, railway mail clerks, etc. All employees involved in a given locality, were compelled by sheer neces-

sity to meet together at that time, and the fallacy of separate organizations became obvious to all. Necessity forced all to meet as one, for mutual protection in time of stress; why revert back to separation, in times of comparative peace? That was the question raised at the conclusion of the strike, and the answer was "No". The F. A. L. C. at Hamilton voted on affiliation or amalgamation, without any coercion from the western delegates, the vote resulting in an east and west split—the west solid for the latter. The result left the western men with the choice of either "deserting the Clerks who supported the strike, and remaining F. A. L. C." or deserting the F. A. L. C., and staying with their supporters and forming an amalgamation of postal workers, aiming at one Dominion-wide organization. The western men chose the latter course; in fact the feeling was so strong that some branches of the amalgamation were formed, while the Hamilton convention was in progress, and others before the delegates got home to report. What has the amal-

gamation accomplished? The amalgamation has in a large measure been responsible for the introduction of overtime pay, the equalization of wages east and west, the Saturday half-holiday, and the 44-hour week, etc. Regarding salaries, besides pressing for equalizing of salaries for parcel postmen and porters, and merging of classes for post office clerks, etc., it has at least accomplished as much as the other organizations, even if admitting that that much is not much. It has broken down, within its scope, the prejudices existing formerly between clerk and carrier, and taught the axiom of identity of interest, which at least is progressive. The western men are not antagonistic to the eastern men, the only difference is in form of organization. We believe in "one for all and all for one", in one Dominion-wide organization. Is there anything wrong or separatist in that? Efficiency in the service, and efficiency in the organization for self-protection! Just think it over—the West is ready, are you?

WESTERNER.

Platform of Principles of the Trades and Labor Congress of Canada.

1. Free compulsory education.
2. Legal working day of six hours, and six days to a week.
3. Government inspection of all industries.
4. The abolition of the contract system on all public works.
- 5.—A minimum living wage, based on local conditions.
6. Public ownership of all franchises, such as railways, telegraphs, telephones, water-works, lighting, etc.
7. Tax reform, by lessening taxation on industry and increasing it on land values.
8. Abolition of the Dominion Senate.
9. Exclusion of all Asiatics.
10. The Union Label to be placed on all manufactured goods, where practicable, and all Government and municipal supplies.
11. Abolition of child labor for children under sixteen years, and the establishing of equal pay for equal work for men and women.
12. Abolition of property qualification for all public offices.
13. Voluntary arbitration of labor disputes.
14. Compulsory vote and proportional representation with groups constituencies and abolition of municipal wards.
15. Direct legislation through the initiative and referendum.
16. Prohibition of prison labor in competition with free labor.
17. Equal suffrage for men and women over 21 years of age.

More Especially Women

RIGHT OF WOMEN IN TZECHO-SLOVAKIA

London, England — There has recently arrived from Prague an interesting account of the present political status and opportunities of the women of Tzecho-Slovakia. It is claimed that the position of women today in respect of political rights in that progressive little republic may be regarded as the realization of the boldest hopes of those who have labored for the civic rights of women, and of the hopes of all who have desired to see civil equality forming the basis of the State. Since the war ended women have been placed on complete equality of rights with men, all differences of class and standing having vanished so far as concerns the political rights of citizens of the Republic. A universal, equal, direct and secret franchise, active and passive, has been introduced.

The Charter of the Tzecho-Slovak Constitution, adopted on February 29, 1920, by the National Assembly — the so-called Revolutionary Parliament — lays down in its first paragraph: "The people is the one and only fountain of state authority in the Tzecho-Slovak Republic, irrespective of sex, who have attained the age of 21 years, and who fulfill all the other conditions laid down in the rules of franchise relating to such elections."

A Radical Change

There are few places in the whole world where such a radical change has taken place in the position of women with regard to political rights. The republic guarantees absolute equality of rights. This equality has not been won by violence or by a surprise attack. It has grown from tradition — a fact which so much enhances its value — it has been prepared and worked up to through many years by the women's movement, and is therefore all the more logical and founded on a surer basis.

This liberated people have bestowed by their new Constitution absolute equality of civic rights even upon their former oppressors. This fact alone will possibly suffice to prove how deep is the fountain of their justice, how strong a bulwark of right this little land, wedged up in the middle of Europe, is. While in Hungary revolution followed on revolution, while in Germany Bolshevism has alternated with

reaction, and again with socialism of a mild form, while in Austria battles were fought in the streets of Vienna, the Tzecho-Slovak Republic has all along stood firm on the foundation of true democracy and justice, in matters social and racial, to all.

Women on National Committees

It might be asked "How does the equality of rights of women work in actual practice?" It was established even before the war ended. There had arisen throughout the whole country "national committees" which prepared the revolution, and which subsequently took over the executive power in the State. These committees were composed of delegates from every political party and among the members of the "national committees" there were very many women — some even taking high office in the committees.

Women were met with at the close of the war, in all corporate bodies, and occupying responsible positions to a degree unknown before. It is indeed true that Tzecho-Slovak women, even in the eyes of the Austrian Government, were ripe for political responsibility. Otherwise they would not have been condemned as they were, interned and persecuted just as were the men, and Tzech men found in them a steadfast support and self-sacrificing co-operators.

Immediately on the revolution taking place on October 28, 1918, the cooperation of women in the work of political institutions took an official form. The central "National Committee" declared itself appointed by the will of the people as a law-giving National Assembly, and women obtained here, too, their places. Of 269 members of Parliament only eight, it is true, were women, but they played a very honorable part, at a period of great responsibility, in the laying of the foundations of the State.

More Women Voters

In the sittings of Parliament, women were successful exponents of their own views, and the views of the parties to which they belonged; they presented bills before Parliament and frequent successes attended their efforts. They proposed plans for the betterment of the social conditions of students; for the taking over by the

state schools and places of education hitherto conducted by monasteries, convents or other church organizations; for converting into state institutions, reorganizing and extending women's technical and industrial schools, and schools of domestic economy; and for regulating the legal position and the conditions of advancement of women teachers in the national schools.

In June, 1919, the first elections took place, namely — the elections to local and municipal bodies — and from these are gathered the following interesting statistics. The number of women voters was much larger than that of men voters. Of the total number of voters 2,746,641 or 54 per cent were women, and only 2,302,916 or 45.6 per cent men. Also the duty of recording their votes was better fulfilled by the women than by the men, 90.4 per cent of men voting as against 92.6 per cent of women.

Women Not Conservative

One of the many objections to bestowing the franchise on women was the argument that they would vote conservative. The opposite has, however, proved to be the case. After the elections, the Socialist parties recorded their thanks to women for their victory, a victory which actually saved the country from convulsions, for as soon as the broad masses of the people were enabled to take up the administration of the local areas in a due degree, they bore patiently all the discomforts of post-war distress, and the ever-increasing rise in prices.

The first elections to Parliament, the House of Deputies and the Senate, did not take place until the end of April, 1920, and it is therefore impossible for the moment to give precise statistics relating thereto. So much, however, is certain — that women took a great part in these elections. Out of 302 members elected to the House of Deputies 13, that is 4 per cent, were women. Out of 150 to the Senate 3, that is 2 per cent, were women. It is clear that public opinion in the various parties, has been influenced by the opposition to women's suffrage displayed by the French Government, and by the men of Switzerland; otherwise women would certainly have gained a larger number of representatives.

The "revolutionary" National Assembly was purely Tzech. The Germans and Magyars were at that time, although co-citizens in great revolt against the republic; they refused to recognize it, and proclaimed certain districts as independent; the Magyars, indeed, even took up arms against the republic. And yet the constitution has given equal electoral rights to all. By taking part in the elections they have acknowledged their citizenship of the Tzecho-Slovak Republic; they have recognized that the nation of Huss, of Comenius and of Masaryk is loyal and ready for friendship; that even when the Tzechs had the political power absolutely in their hands they did not abuse it even against those who were for centuries their foes.

Tzech Declaration

The Tzech declaration of December 8, 1870, continuing the work of Comenius, proclaimed even then the Wilsonian fundamentals of today, namely, that of the right of nations to self-determination. It stated, "All nations, whether great or small, have an equal right to self-determination and their equality ought to be equally respected. Only by the recognition of equal rights, and by reciprocal respect for the unfettered self-determination of all nations, can their rights, liberty and fraternity, universal peace and true humanity flourish."

The University of Prague was the first complete university, after that of Paris, possessing all faculties, and it was altogether the first in Central and Eastern Europe, and that not only chronologically, but also in virtue of its splendid organization. Tzecho-Slovakia has its own characteristic national art, it has built up a splendid educational system, has scarcely an illiterate, and has attained all this against the will and under the displeasure of Austrian Governments. The women of the country founded a high school for girls which was the first to be founded in the former Austrian Empire. Vienna afterwards followed their example. All this, too, was done in the face of the opposition of a hostile government.

Oldest Suffrage Rights

Tzech women can boast of the oldest rights of suffrage in the whole world, for these date from the year 1861. It is believed that it was the conscious effort of Tzecho-Slovak women alone that saved these rights from perishing. Of all Central, Western and Eastern Europe — excepting Finland — it was in Bohemia that the first woman was elected to Parliament.

All the larger Tzecho parties give their women members places in the councils of the parties, in the executive and administrative bodies both central and local. Women also are appointed party secretaries and members of special committees. Sometimes they are also nominated presidents of local organizations, or otherwise placed at the head of organizations.

Every election so far has meant an advance in the political consciousness of women generally. The consciousness of the equality of rights of men and women in this political collaboration is growing day by day.

Christian Science Monitor.

HIGH-SPEED TYPING

I do not know that the manager of any office is hankering for a girl typist who recites poetry while she is typing the copy of a letter at full speed, or who will carry on a conversation with another person while he himself is rapidly dictating to her an urgent letter. If such a man exists, however, he can stimulate his secretary's ambition by pointing to the example of Miss Millicent Woodward, champion typewriter of Great Britain.

Miss Woodward, who is a quite young girl with ten years' typing experience, gave an interesting exhibition of her proficiency at a West End office yesterday. Using a typewriter with unlettered keyboard she wrote to dictation at a rate that would test the average shorthand expert severely. When blindfolded she still wrote with extraordinary rapidity, and she finished by typing a memorized sentence repeatedly at a rate of 234 words a minute. The machine and this typist might stand such a strain for a few minutes, but the speed and noise made one thankful for the humdrum rattling of the ordinary office typewriter. It was, however, an extraordinary demonstration of typist and typewriter efficiency.

—Manchester Guardian.

TRADE UNION SCHOOL FOR WOMEN VOTERS

What is believed to be one of the first trade union schools for women voters is to be started soon, according to report, in Cleveland, Ohio, by the local union of the International Ladies' Garment Workers Union. This local has about 2,500 members.

Evening lecture classes in civics and political methods have been announced. Instruction will be given not only to women of the cloak and suit industry, but to wage earning women in other trades, organized or unorganized.

HALCYON CLUB NOTES

(Ottawa)

The Commercial Pageant, held in Freiman's store on Thursday and Friday nights, September 23rd and 24th, was an unqualified success in every way. With barely ten days in which to prepare, it speaks well for the untiring efforts of the President, Miss Mary D. Doyle and the Secretary Miss Jessie Grant, as well as the members of the Advisory Council, also Mrs. MacBeth and the efforts of the girls taking part, who entered into the spirit of the affair whole-heartedly. Mrs. MacBeth unhesitatingly states she was never more pleased with her models, or enjoyed herself so much in a production of this kind.

After all the affair was no ordinary fashion show. It was a drama arranged for the display of clothes and so produced that it "went across" most successfully, thanks to the clever ideas of Mrs. MacBeth, the author, to the pretty girls of the club who served as models and to the beautiful clothes from Freiman's store.

The pageant was in eight acts, one of which was a commercial play in which the presentation of merchandise was woven through the plot. It occupied one day from morning until late evening, and from breakfast gowns to the most elaborate evening toilets. Most of the clothes were introduced and described to the audience, which added to the interest in their display. On each evening a beautiful black evening gown worn by a model was auctioned off to the highest bidder and there was much interest in this proceeding.

During the performance a lovely bouquet of American beauty roses was presented by the club to Mrs. MacBeth and a doll to little Shirley Shore, who took part in the playlet. Mr. Freiman also presented American beauty roses to Mrs. MacBeth and Miss Doyle.

All the proceeds of the pageant go to the club, and the generosity of Mr. Freiman in making this possible is very much appreciated.

The members who took part in the pageant are to be entertained by Mrs. Freiman to tea at the Hunt and Motor Club immediately upon the return to the city of Miss Doyle, who left on her holidays immediately after the pageant was over.

Facts and Fiction.

[A short history, in two days' news clippings, of certain activities of civil service organizations in Ottawa.]

1

Mr. J. C. O'Connor, member of the Civil Service Commission Board of Hearing, and president of the Civil Service Association, announced last night that an order-in-council had been signed yesterday terminating the contract between the Canadian Government and Griffenhagen & Associates, the firm engaged in succession to the Arthur Young Company to re-classify departments of the Civil Service.

Mr. O'Connor had nothing to tell but the bare announcement, which, he said, had come to him in an indirect way. It was quickly spread about among civil servants, and there was quite a lot of jubilation around the city last night, although the news was not known until rather late.

Since the appointment of Griffenhagen & Associates to classify the Civil Service, many protests have been made to the Cabinet on the score that the firm was from a foreign country, and was doing work that could as well be done by Canadians; also that there were many employees in the service capable of doing the work.

The Griffenhagen firm had a contract to do considerable work along the lines of re-classification, and was to have received a minimum of \$10,000 a month for it.

(Ottawa Journal, Sept. 25.)

2

A contradiction of the report that Griffenhagen and Associates had been dismissed from the government was made last night by a leading official of the Associated Federal Employees of Ottawa, which body has been in touch with government officials regarding the matter.

"It is not the policy of Federal Union No. 66", he said, "to depend on rumor or indirect information in such matters. It is our desire that our members should always be able to trust implicitly in announcements we may make. I may say that, to date, no order-in-council has been signed cancelling the contract between the government and the Griffenhagen Associates.

"In this connection, it may interest you to hear our resolution on the subject, as submitted to, and approved by the Trades and Labor Congress at the recent convention at Windsor:

"Whereas reorganization of the civil service is both desirable and necessary; and whereas this undertaking could best be carried out by the government and its employees in consultation with duly qualified advisers; be it resolved that the arrangements entered into with the firm of Griffenhagen and Associates by which they are to reorganize the Federal Civil Service, be terminated forthwith and that, for the purpose of reorganization of the civil service, there be established in each department, boards composed equally of representatives of the government, including the civil service commission, and the employees, assisted in an advisory capacity for each class of employment by representation of the same profession or calling in private employ, and not by so-called efficiency experts."

"This resolution has the whole weight of organized labor behind it. Prompt results will be announced as soon as the exact facts are known. In the meantime the union is working, not talking."

3

Sir George Foster stated Saturday that, contrary to rumors, no order-in-council has been passed cancelling the contract for civil service reorganization with the firm of Griffenhagen and Company, and added that there is no question of passing such an order.

"The work", he said, "is going ahead."

At a meeting of the Civil Service Association Friday night, Mr. J. C. O'Connor, president of the association, said he had been informed, in an indirect way, that an order-in-council had been passed cancelling the contract.

"I think Mr. O'Connor's information lacks authenticity" said Hon. Dr. Roche, head of the Civil Service Commission. "I have not heard anything about it."

(Ottawa Citizen, Sept. 27.)

Affiliation With Labor

By a vote of sixteen to six the Civil Service Association at the annual meeting last night in the St. George's Parish Hall, decided to take a plebiscite on November 1 to determine whether it was the desire of the majority of the members to affiliate with labor.

This decision was arrived at after a long discussion started by Mr. Frank Plant, sr. There was a very small attendance, about forty being present out of a membership of 3,100, and this number had dwindled down to almost half before the vote was taken.

(Ottawa Citizen, Sept. 25.)



The Winter Harvest.

Noblesse Oblige

(After Bertrand)

(Mr. Tom Moore recently stated that civil servants who refused to affiliate with Labor were preserving their dignity at the expense of their bread and butter.)

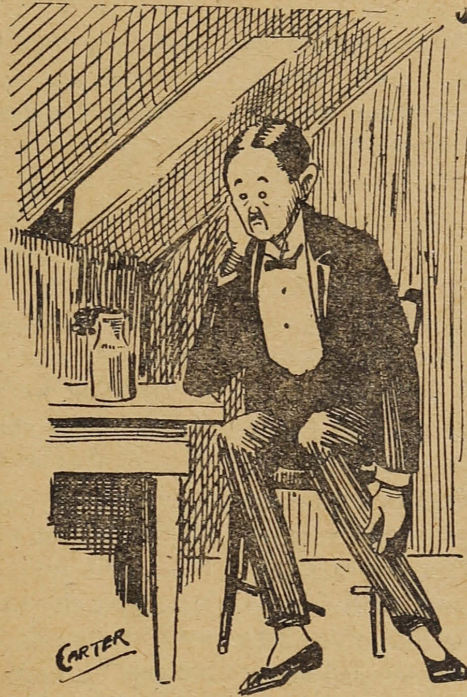
My curled mustaches resemble the tail of the tarask, my linen is as white as a table cloth at the Chateau, and my evening clothes not older than the Throne within the Senate Chamber.

Would one imagine, seeing my smart bearing, that hunger, lodged in my torso, is pulling — the torturer! — a rope that strangles me as though I were being hanged?

If only this invitation from Their Excellencies for this evening had been one to dine, instead of one to dance!

What a beautiful night! The stars sparkle like the Crown Jewels. How clear the Hall stands out in the moonlight as one approaches from the Rockhurst pike.

Ah! if from yonder balcony which holds that sylph-like form, a roasted



"He had not dined."

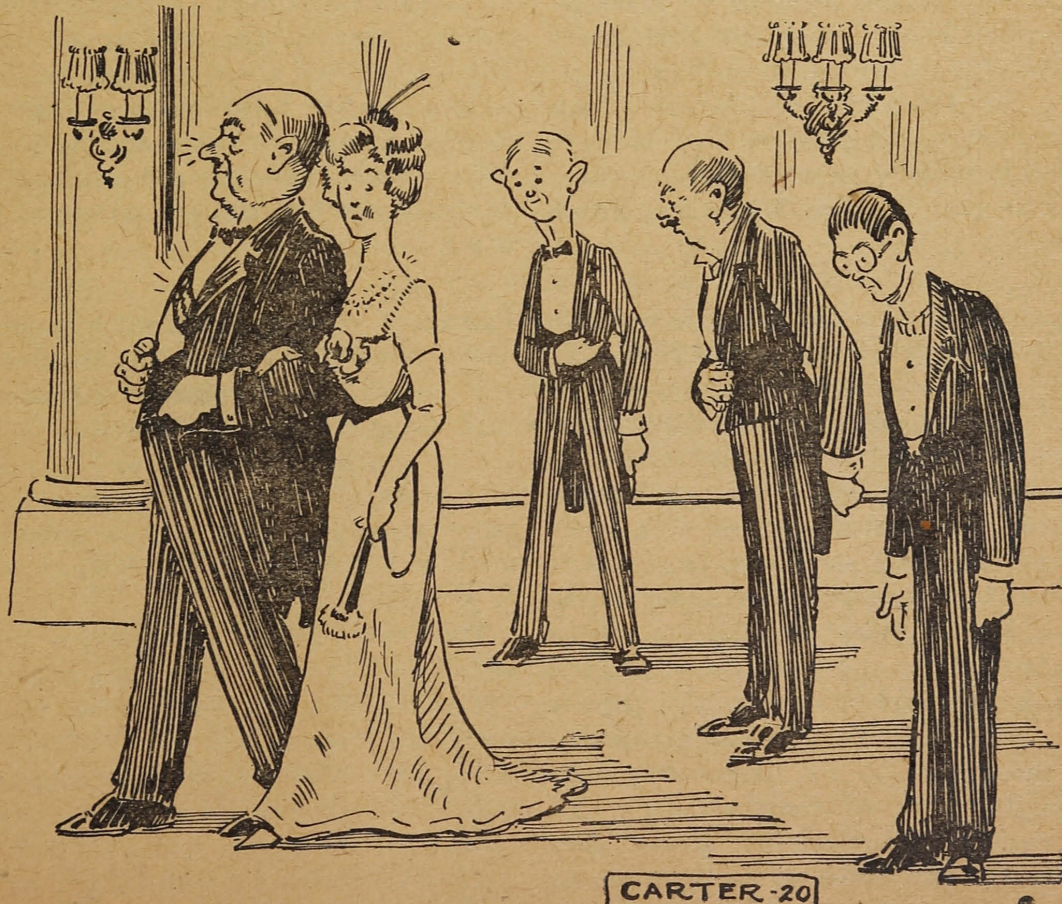
pigeon had only fallen in the hollow of my hands, instead of this faded flower!

A pretty wit has young Lord Beville; but curse the fellow, my laughter at his jests causes my ribs to beat upon my spine, and thus he adds to my suffering.

Fresh lemonade! Iced with macaroons of Naples! Ye gods! Let me once more dip my finger in the trifle as I pass. Exitus acta probat.

Do I not see yonder Marion Cholmondeley on the arm of Sir Bere de Bere? Three lap dogs from the Department follow her, yapping. She has fine diamonds in her ears, the young coquette! He has fine rubies on his nose, the old courtier! He can get to drink that which is without the law; while I cannot get to eat that which is within the law.

And the civil service gallant struts about, fist on hip, elbowing the men and smiling on the women. But he had not dined that day; he had bought himself instead a bouquet of violets.



"Three lap-dogs from the Department follow her."

THE EDITOR'S VIEWPOINT

THE CONVENTION

FOR the first time in the history of service organizations, civil service delegates attended a convention of the Trades and Labor Congress in force. The reception they received was all that could be desired. The consideration of the resolutions affecting our class was unavoidably postponed until the evening session on Friday September 17, and were adopted unanimously as non-contentious. All the delegates from the service addressed the convention and made an excellent impression in a place where the standard of debate is of an unusually high order.

The great body of men and women representing Labor are being more fully informed to-day as to actual conditions in the public service. Some delegates expressed the opinion that the Government kept their employees on the standards of living of the cave dwellers, for they discovered that the average civil servant was receiving 50 per cent to 200 per cent less than any of the other delegates at the convention. Another fact that amazed many delegates is that a Canadian civil servant employed in London, England, who was receiving \$100.00 as a bonus, wrote to a friend that were he paid the bonus applying in service of the United Kingdom he would receive \$1,000.00, ten times the amount. Whitley Councils, the Griffenhagen order in council of May 31 and salary adjustment are now in the hands of the Labor leaders. The opinion was freely expressed that emergency provision must be made at once in a general increase by means of Governor General's Warrant. It is up to Mr. Tom Moore who is both able and willing.

LETTERS OF RESIGNATION

SCARCELY a day has gone by, since the result of the re-classification of the civil service became known, without the resignation of an employee whom the Government could ill afford to lose. The supply of trained servants is not by any means inexhaustible, and it is a safe bet that those who step into vacated shoes will be of a lower standard of efficiency than the previous wearers, unless there is a quick and radical change for the better, in the service. It is no light thing either for a man to pull up stakes and strike out into the world for a new job, and the governmental stupidity and indifference that permits him to do it is deserving of the strongest condemnation.

Who is to blame? All of us are blameworthy to a greater or lesser degree for the evil conditions that prevail in our country's management: ministers, because they are ignorant of the cogs and wheels of the departmental

machinery they have indiscriminately been put in charge of; deputies, because they are more concerned over countless memoranda, orders in council, recommendations and regulations than over the mere stokers who sweat in the hold of the ship of state; chiefs and controllers, because they are so frozen with fear lest they misinterpret even one of the rain of rulings and commands that descend daily upon their devoted heads that they dare not champion the victim's cause; and lastly "we ourselves", because, with our votes, our power of expression, our ability to get what we want when we want it, we have apathetically bowed our heads and accepted meekly all the punishment that was coming to us.

Individually, each thinks he is safe enough, that the vicious system will perhaps catch the other fellow but not him; until, some fine day, he awakes to find that he too is caught in the toils and there is no escape. His brother servants are as indifferent as he had once been. For a moment he feels desperate. Will he buck the line alone? Impossible! There is nothing left to do but — resign.

This is what F. E. Buck did; only he fired one parting shot at G. H. Q. as he went out. Headquarters isn't worried over such shots. It has been immune for so long that it is doubtful now whether it even hears the echo. But it was a well-aimed gun just the same. The service heard it, applied it each to his own case, and silently applauded. Enough such noise and the deadly service inertia will be smashed and there will ensue such a house-cleaning as the servant has sometimes dreamt of but never trusted to see.

PROGRESS OR POVERTY?

WHICH will it be, progress or poverty? If it isn't the first it will certainly be the second. One cannot stand still and evade being run down by the wolves of want. Once upon a time a man could pretty well depend upon forty or fifty years of "even tenor": routine work by day and carpet slippers by night, without troubling himself overmuch with thinking. Today, however, he must go ahead or go under.

The Ottawa federal employee has suddenly awakened to this fact. He has done what practically every other worker has done before him, linked up with Labor. Already his progress has been marked. His resolutions calling for a Whitley Council, for a democratic re-classification and reorganization of the service and for adequate salaries have been taken under the sheltering wing of the trade union movement, with its 300,000 members and all

that they represent. Already he is keenly alert to the necessity of solving his own problems and is making an exhaustive study of proposed ways and means of bettering his conditions, such as co-operation, appeal boards, Whitley councils, etc. For instance the committees on salaries and reorganization have reported progress along the following lines:

(1) Self-classification of the civil service through group or occupational organization within the union; this classification to be decided upon by Whitley councils (or other democratic boards).

(2) Reorganization by Whitley councils (or other democratic boards) with a view to highest efficiency and minimum of labor turnover, i.e., that dismissals should be rendered nearly or quite unnecessary by a policy of transfers, and by closing the public service to new applicants for a time.

(3) Salary ranges based on the cost of living, with elimination of eleemosynary features.

Already the hundreds pour into his ranks and the remainder are making obvious preparations to follow him. Already reaction, procrastination and poverty appear doomed.

You who have not yet organized, which is it to be, Progress or Poverty?

THE LABOR PLATFORM.

CAN one longer be cautious in regard to subscribing to the principles of Labor after he has read the "platform" appearing on page 429 of this issue? Instead of startling one by its radical tendencies it greets one as an old friend who has already been introduced by leading reformers of the world. Indeed it reads like the war-cry of Roosevelt's Progressives, who advocated the initiative and referendum and the abolition of the stand-patter (if not the Dominion Senate) at every turn. And does not everyone realize the necessity of free compulsory education? Is not the anti-suffrage crank hopelessly out of the running? Can you defend the practice of child labor, or wage partiality as between men and women? Do you consider a six-hour day too short for others when you possess a five-and-a-half hour day during the summer at least? No, it looks like a safe and sane platform, quite capable of bearing up our young giant Labor as he should be borne.

EDITORIAL NOTES

"We consider that the experience of the war has proved that women can be employed with advantage to the community in the performance of certain police duties which, before the war, were exclusively discharged by men", says a report recently issued in England. The man who still argues against giving women the vote on the grounds that she is not physically capable of taking her place in the forefront of life's battle has little evidence left to support his argument with. During recent years she has "carried on" in pretty nearly every capacity known to her brother, and in some instances perhaps a little bit better. Women officers are certainly needed.

As the result of recent negotiations between the Canadian Pacific Railway and a series of committees representing the different employees of the company with regard to wages, eastern division men were given increases averaging \$1.00 a day for each employee and all others advanced proportionately. Now the C. P. R. is 90 per cent organized. Question: What would it get if it were not?

"The Assistant Secretary having submitted to the Commissioners a question as to whether there were any objection to employees of the staff of the Civil Service Commission joining either of the civil service organizations, the Commissioners expressed an opinion that this was a matter in which the Commissioners should not interfere."

The above extract from the minutes of the Civil Service Commission of September 10 should go to reassure those deputies and chiefs of branches who always keep one eye cocked toward the Hunter Building.

Canada is not the only British partner who is grumbling over her legislators' pay envelopes. Australia has just given her M. P.s a £400 a year boost, bringing their stipends to £1,000. As she estimates that her parliament meets 70 days a year each member will now receive £15 per sitting. Not at all bad pay! Perhaps under the circumstances we should congratulate ourselves that our parliament only jumped its salaries \$1,500, or from \$2,500 to \$4,000 per session. The H. C. L. is evidently higher in some commodities in some countries than it is here.

The *Ottawa Journal*, a government paper, gave publicity to the fact that negotiations had been going on for some time between Senator Robertson on behalf of the Government and Mr. Tom Moore, in collaboration with the three Labor civil service organizations, in regard to the setting up of Whitley councils. Messrs. Cantwell, Jammes and Forsyth, representing the Dominion Postal Clerks' Association, Federal Union No. 66, and the Federated Association of Letter Carriers, have done considerable spade work in this connection and only the finishing touches will be required to set the wheels in motion. It yet remains for the principle to be established by order in council, but there is no doubt, taking all the facts into consideration, that this will come to pass.

Recent issues of The Civilian have been late in getting to readers, and we trust that they have been as disappointed over the delay as the editors have been. The truth is that civil service affairs have been in such a state of flux and cataclysmic upheaval that this magazine necessarily had to suffer some of the inconvenience resulting therefrom. In future however The Civilian expects to appear as hitherto on or before the 15th of the month. It is imperative therefore that all copy intended for early publication should be mailed to Box 484, Ottawa, before the 20th of the preceding month.

LETTERS OF NOTE

TO THE PRIME MINISTER

[A civil servant's protest against the indifference and injustice that pervades the service throughout Canada today.]

Hon. Arthur Meighen,
Prime Minister's Office,
Ottawa, Ont.

Dear Mr. Meighen: — I am not entirely unknown to you, as we met at the University Club some years ago, and I am therefore addressing this personal letter to you about a matter which I am sure will receive your personal attention.

A grave injustice has been done to a number of University-trained men, many of whom, like yourself, went through a University course in the expectation that they could contribute more to the ideals of civilization by so doing and in the hope that the extra training would net them in financial returns, somewhat more than an ordinary high school education would. It is exceedingly unfortunate, therefore, that particularly during the last five or six years, the case of the specialists employed by the Canadian government has received practically no adequate consideration from those in authority, and I make this statement in the most friendly way, although thoroughly aware of the fact that in one sense it is a serious charge. Personally, I now take the ground that it is just a waste of time to seek to obtain justice for this class of man through the ordinary prescribed channels. (Perhaps this more personal way of presenting the case will be effective). I am not now writing on my own behalf, as I am retiring from the service, but do wish to make one more effort before I leave for my colleagues and on behalf of certain features of our civilization which I am thoroughly convinced are linked up with the economic standing of men with a social position similar to those referred to in this letter.

The case in brief is this: More than two years ago, just after the Civil Service Act of May, 1918, had been assented to, about twenty-two men, all of University standing, engaged in experimental work in the Department of Agriculture, met together to discuss what they believed would be their improved status under the Act, basing their belief on certain sections of the same, particularly that section dealing with salaries on page 16. They discussed the

matter with their deputy and later prepared a memorandum for him which presented their case in detail. The then Acting Deputy stated that, as far as he was concerned, they would have opportunity to discuss their case, not once or twice, but three times, if necessary, before it was finally disposed of. The memorandum was the beginning of about, I think I may say, twenty which have been prepared by these and other men who have since been adversely affected by the reclassification.

I am not troubling you with many of the memoranda in question, but beg to enclose four for your perusal. The first is under date of June 20th, 1919, and bears the signatures of thirty-six men. This is forwarded to show the academic standing of those appealing.

Memorandum No. 2 is "An Appeal to the Civil Service Commission and Board of Hearing" under date of January 16th, 1920. I would particularly call your attention to the last paragraph but one on page three of this "Appeal" and would remark that not only was it never acknowledged, but hearing the Appeal to all intents and purposes was such a farce that we were never asked to appear before the Board or to forward the other arguments which had been prepared to present in connection with it. From that paragraph it should be apparent that the appeal was incomplete. The discourteous and unbusiness-like way in which all appeals and salary protests have been received by those responsible is incomprehensible. No little side-street merchant would deal with any of his employees or customers with such scant consideration. The plea that a regular procedure has to be followed in dealing with all such appeals is no excuse. An appeal like this, made by men of our standing, implies that we are gravely concerned and in dead earnest. Efficiency and loyalty are put under grave stress when we are dealt with in this way and expected to suffer it all in silence.

The third memorandum contains two of the arguments from among many others originally prepared to present at the hearing.

The fourth memorandum deals with salary comparisons and is selected from many others because it compared the salaries of men in Canada and United States who are doing practically identical work. Many more salary comparisons could be given

showing that the salary which we as a class of educated men receive, as compared with skilled labor and other classes on the community, is ridiculously inadequate. So numerous and outstanding in our favor are they that it is almost an insult to one's intelligence to offer them as examples to one who is even a casual reader of the daily newspapers.

With further reference to the second memorandum, the most recent of our appeals, dated January 26th, 1920, it may be said that it was not until August 14th, 1920, that the communication was received in which it was stated that "in connection with the appeals against compensation rates for various classes referred to the Board of Hearing of the Civil Service Commission, the above Board recommends that no change will be made...." The appeal was, as far as we are concerned, never heard and nothing could be a greater farce of justice and common courtesy. But I have more to say with regard to the real significance of such actions, apparently approved or at least countenanced by the Government.

My first observation in this connection is that if you think you have a mission in occupying the place of "first citizen" of this Dominion you should be more than ready to do something for that class in the community which constitutes really the backbone of our civilization because among that class are men which you must admit are your colleagues insofar as ideals and training are concerned, although at the present time you are occupying a more exalted position. The late Borden ministry made itself almost loathsome to the salaried class as a whole, which includes these men, for the reason that it allowed them to be crushed between the upper and nether millstones of capital and labor and apparently refused to lift a finger on their behalf, and further refused them relief from the grave injustices which are being cited in this letter.

The salaried classes, and civil servants in particular, have a great case. I have no brief for a few disgruntled individuals, but I do write as a typical representative of the trained expert who finds that today his training in the terms of the dollar is like a German Mark. The percentage of salaried people who, today, are really satisfied is so small that, to use a slang technical term, "we should use an oil immer-

sion lens to find it." Out of the twenty-two men who signed the original memorandum in August 1918, there are only eleven left; I am the eleventh to resign. This surely is a grave reflection on the management of civil service affairs of this country. As one now practically outside of the service I ask you what is the reason. I am positive that it is not the personnel of the civil service which is at fault and am equally certain that with few exceptions there is no more highly efficient and capable civil service in the world. It will compare favorably also with the personnel of other business of this country. It is not fair to place the blame for the present discontent of the service at the door of the deputies of the Commission. Personally I would charge it to others, particularly to members of the Borden government. Very few members of that government represented the interest of the salaried classes and several were completely out of sympathy with the ideals and needs of the civil service. Civil servants cannot be dealt with successfully if mid-Victorian ideals actuate policies and petitfogging methods control administration. The interests of the whole Canadian people deserve better at the hands of their government, particularly the salaried classes and the civil service of Canada will be just what the ministry makes it. During the past four or five years it has possibly depreciated in value to the people of Canada and for this no one is more responsible than certain members of the Borden government. I most emphatically state, therefore, that if you think your mission is to better things for the Canadian people, my personal opinion is that you cannot do better than to commence with the civil service.

The argument as to why I believe this is so are — first, because the service is part of the salaried class and a very important part of that class. When the salaried classes, as a whole, are moderately satisfied and fairly prosperous business becomes prosperous and civilization progresses, as it is admitted, I think, that the salaried classes, together with many skilled laborers, constitute the backbone of our civilization. Now if one big section of the salaries class suffers abnormally, all sections must suffer with it. All over the world the salaried classes have suffered tremendously during the past few years, and the Canadian civil servants, without doubt, have suffered as much or more than most. I admit that they would be far better off were they prepared to hold their own and fight their own battles through thorough organization as the labor classes have done, but admitting their weakness in

this regard I still claim that someone is to blame for their present condition more than they themselves, and the guilty persons are, I think, those who are charged with the affairs of the nation and who should represent their interest in Parliament, equally with those of other sections of the community. No one, I presume, will attempt to argue that the interest of the salaried classes, or the civil service in particular, have been looked after and this neglect therefore constitutes a serious charge because,—

1. Where their cause is neglected our civilization is jeopardized.

2. Where their cause is neglected a millstone is placed on legitimate business expansion.

3. Where their cause is neglected a mockery is made of our religion.

Take the first of the three statements. The remuneration for their salaried class in nearly all cases during the past five years has been based on a "cost of living" basis and this basis is one that presumes that the items of rent, food and clothing are the three main factors which have to be dealt with. The cost of these factors or items of expense, for most of us, before the war, accounted for about half, or in many cases, less than half of our expenses. Take the two circles of the "vicious circle" idea. My earning circle is A. My expense circle is B. Half of B is used up for the above main items, but the other half of the circle was accounted for in my case, and in most similar cases, by investments in the amenities of civilization, such for example, as homes, education, hobbies, holidays, amusements, etc. These amenities the salaried class shared in on a comparatively liberal but perfectly legitimate scale. As soon as the cost of living began to rise the experts in dealing with increased remuneration for the civil service in particular considered the cost of living based only on the main factors and took the average cost of these things for a family of five. They then said, "Let x equal this cost. Now as it is wise that all should be careful and save something on your food and clothing in order to help recuperate from war conditions, your salary remuneration must be based on the cost of x minus what you should save." The recommendations of the experts were made accordingly, and even then pared down by our government.

Now note the absurdity of this method cited above and the result. The salaried class, and particularly the better educated portions, who have been trained to esteem the benefits of civilization and share in them to the fullest extent that their earning power permitted were dealt with as if they were no longer entitled to a single one of

the many benefits of a civilized country, in fact it was said to them, "What you have been accustomed to spend for the amenities of civilization has been wasted, you can now be paid only on a cost of living basis," which estimated that food, clothing and shelter are the only worth while things of life. This to my mind is the equivalent of saying that we might just as well have been asked to revert to a state of civilization about equal to that of China or India, in which countries, of course, the cost of living is divided almost equally between the three segments, food, clothing and shelter. The result is that in many cases, some of us are now able to participate in the amenities of life by proxy only. I have dealt with this first point at this length as it will enable me to deal in a much briefer way with the two following points, the second being stated in the next paragraph.

"Where their cause is neglected a millstone is placed on legitimate business expansion." Owing to the extreme shortage of houses I was compelled last year to purchase a house, and not having had any salary increase during the year, was necessarily reduced to dire financial straits and unable to pay on it as much as I could have done earlier. This necessitated my obtaining a small loan from a bank. I make this statement for two reasons. First, there were hundreds of salaried people in Ottawa, and I think I may say thousands, who would willingly have purchased houses had they had sufficient available money to do this. This means, therefore, that the circle of legitimate business expansion is tremendously restricted because of the conditions in which they find themselves. They are not able to increase the volume of legitimate business amongst the building trades, amongst the manufacturers and amongst the trades people and others, because many of them have been almost without the necessities in regard to food, clothing, etc. Speaking personally I may say that I have purchased only one suit in two years, whereas in pre-war days I purchased regularly at least two suits or more per year. This means, as I stated, a millstone on business development. This is typical of almost all things that are procured through the local tradesmen. Had it not been that the working classes have had very much more to spend during the past few years, business would have been exceptionally bad instead of reasonably good. The other reason why I mentioned the bank incident is because, when approaching the bank for the loan the bank manager stated that the government was behind the banks and the banks were behind the government in an effort to shut down

on all such loans. Again this means unwarrantable repression of legitimate business, because in the old days when one had not enough ready money to purchase a home he could very often negotiate a loan from the banks. The salaried man today is deprived of even this doubtful benefit, apparently by the government and the interest working with the government. This is distinctly to his hurt and acts as a heavy check on business development.

My third point is that "where their cause is neglected a mockery is made of our religion." To substantiate this I need to quote but one sentence which is, "Do unto others as you would have them do unto you," and ask whether you think that we of the salaried classes believe that those who have the power are using it in our interest and of the civil service in particular.

I must apologize for the length of this letter, but it seems difficult to make my points clear and shorten it.

I beg to remain,

Yours sincerely,

(Sgd.) F. E. Buck.

Assistant in Ornamental Horticulture, Central Experimental Farm, Ottawa, 25th August, 1920.

Criticises the Commission

[A letter to the Ottawa *Citizen* from the vice-president of the Associated Federal Employees of Ottawa.]

Editor, *Citizen*:—The cuttle-fish, when in danger of attack, emits a murky fluid, under cover of which it endeavors to escape. It would appear that the Civil Service Commission adopts similar tactics.

In a recent issue of *The Civilian* appeared a letter from Mr. F. E. Buck, assistant horticulturist at the Central Experimental Farm, addressed to the prime minister and complaining that appeals made by himself and certain other civil servants engaged in agricultural research, had apparently not been given consideration, nor had the appellants been given opportunity to appear before the Board of Hearing in the matter.

The charge is a serious one, reflecting as it does on the impartiality and fairmindedness of the Civil Service Commission, but it has been so often made, by practically all classes of the service, without result, that the commission would seem to feel itself hardly called upon to explain or defend its action.

In the instance referred to above, instead of a clear statement over the signatures of the commissioners, there appeared in the Ottawa papers the day after Mr. Buck's letter, a confused, disjointed news

item, purporting to be based on statements made by one of the commissioners.

On a less important issue, the "statement" from the commission would be laughable. It is as logical, convincing and coherent as are the excuses of a junior clerk who has committed an error and is trying to shift the blame as far as may be.

The appellants were not invited to attend the hearing of their appeal; but Dr. Creelman, of Guelph, and Dr. Harrison, of Macdonald, were called in. Both of these gentlemen are (or were) heads of colleges, hence are thoroughly familiar with civil service conditions. It was an inspiration worthy of the commission to call them in as consultants, just as one would naturally consult a carpenter about masonry, or a plumber about watch-making.

Again, an attempt is made to shift upon the deputy minister of agriculture the blame for the appellants not being given an opportunity to be present. Why should the commission or the Board of Hearing have adopted the unheard of course of delegating to another the duty of inviting parties interested to be present at a hearing?

It is further stated in the news item referred to that the deputy minister of agriculture "an ardent advocate of adequate salaries," recommended at the hearing that the compensation of Mr. Buck and his associates remain unchanged. In a subsequent letter, he is said to have recommended the formation of new classes with a view to the revision of the salary scales of all technical men in his department.

Will the civil service commissioners print Dr. Grisdale's letter in full, instead of making such summary, or extract, as may suit their purpose? We venture to say that his whole letter will be found to advocate such a general and sweeping revision of salary scales and reconsideration of positions in his department as to constitute practically a condemnation of the whole classification as it now stands, or, rather, as it now totters! If Dr. Grisdale advocated such a general revision, his position that the appeal of Mr. Buck and his associates be made part of such revision is readily understood, and can only meet with the hearty approval of all civil servants.

Finally, the remark made by Commissioner Jamieson that as soon as a due relationship is effected between the compensations in the various services, a general increase in the rates as now in reclassification would be made, is a revelation in itself.

(1). It reveals the fact that this "due relationship" was not established by the firm of "experts" hired for that very purpose; on the contrary, it shows that they have left behind them a distorted, inco-

hate mass of anomalies which the efforts of a generation cannot patch up into a satisfactory classification of the Canadian Civil Service.

The loss to Canada in this matter is not so much the tens of thousands of dollars "payable in New York funds" handed the Arthur Young Co., for its services, but rather the lower standard of energy, efficiency and loyalty, the sense of discouragement, the feeling of lack of appropriation, which are to be found throughout the service today.

(2). It also reveals the secret manner in which the work of classification has been carried out. The commission has accepted the resignations of eleven men in one branch of one department alone, rather than intimate, until they were practically forced to do so, that the present classification was defective and that general revision was contemplated.

This has been their position, and that of their experts, from the start. The civil service has been kept entirely in the dark while members of a foreign firm acquainted themselves with the workings of every branch of the Canadian federal service and framed a classification which prohibits the entry of the well-trained and ambitious, and leaves as the sole ambition of those now in the service that of getting out of it as soon as may be.

Throughout, the service, from deputy ministers down, were treated by the "experts" as a gang of would-be profiteers and exploiters, whose only ambition was to get the last dollar of salary. Their attitude was inimical and discourteous to a degree. As a result, instead of a classification based upon sound principles, arrived at after full discussion and consideration among all parties concerned, we have the present monstrosity, born in secrecy and darkness, but which the commission still hope to impose upon the service by promising a series of surgical operations called "establishment of due relationships" which is to make the infant more fair to look upon!

It seems strange that the commission, with all the information at its disposal, should be apparently so unwilling to recognize that efficiency and high production are impossible without the confidence and good-will of the employee. These can be secured only by establishing of a feeling of partnership, the adherence to "open covenants, openly arrived at" through free and above-board discussion of employment conditions and problems by all parties concerned.

In this matter, the Canadian Civil Service stands ready, as it has always done, to meet its employers in the most cordial

spirit and to do its best to make our service second to none.

In the case of Mr. Buck and his associates, eleven men have been lost for lack of a few words of frank explanation as to what the commission proposes to do. Similar losses have been occurring for months, and, under present conditions, will continue to occur.

Can this be called good business for Canada?

F. W. PATTERSON.

September 13, 1920.

Disgraceful — Humiliating — Unjust

Editor *The Civilian*:—

Under the above caption in your August issue appears the usual wail, but what's the use? Why not face the facts and cut out the whine? We are not red-blooded: the eternal blacklist has most of our members who were blessed or cursed that way. We attended enthusiastic talk fests at Edmonton, Calgary, etc., which demanded with a big, big "D" big bonuses, etc., from the Government, for the present year. The Government turned us down; did we kick? Well, nobody felt it. Re-classification is a fraud; the Commission is a fraud. Do we kick? Nobody feels it. Did the Government cut our present meagre wages in half, should we all quit? Not enough of us to disorganize the service, and that is a fact which we all know only too well. So we are not red-blooded. That last strike — legitimate or illegitimate, no matter which — was such a rotten failure as to scare the whole service out of their boots. We have no organization worth a damn; we are organized by departments — might just as well keep our money in our pockets for all the good this does us. If we had one Civil Service Union — aw, what's the use? What do the Postal Clerks care for the Public Works, or they for the Customs, or they for any other branch? Is there not a further split at Ottawa? The Bundle of Sticks? But we shall never learn. And we have no organization. We have *The Civilian*. Yes, we have *The Civilian*, and for some time I marvelled that the Government allowed so much hot air to circulate among its slaves; then I tumbled — it is a safety valve. It pleases the service, is absolutely harmless, and saves the Government some nasty explosions.

We cannot organize — it is a proven fact. We are not red-blooded — or we should quit the service. And it is a moot point as to whether *The Civilian*, for all its good intentions towards us, helps us or our enemy the more.

Take my tip, all ye who, like myself, have left your red blood to manure the fields of France and Flanders, and, who being over 50 and possessing domestic ankle biters, no longer dare to really kick, but cut out the whine and concentrate on the next Federal election!

Yours truly,

50TH BATTALION.

H. Rickards,
Strathcona P. O.,
Alta.

Significant Quotations

Editor *The Civilian*:—

If space permits perhaps the following observations by sages of the last century may assist us to action rather than meditation upon our position.

"What we think, or what we know, or what we believe, is in the end of little consequence; the only thing of consequence is what we do."—*Ruskin*.

"Let us remember then, that political institutions are the work of men, owe their origin, and their whole existence to human will. In every stage of their existence they are made what they are, by human voluntary agency, and like all things made by men, they may be either well or ill made. It is also to be borne in mind that political machinery does not act of itself. As it is first made, so it has to be worked, by men, and even by ordinary men. It needs, not their simple acquiescence, but their active participation, and must be adjusted to the capacities and qualities of such men as are available. * * * The best Government is that which is most conducive to progress. For Progress includes Order, but order does not include Progress. Progress is a greater degree of that of which Order is a less."

John S. Mill.

I can readily see the stand adopted by Federal Union No. 66, and admire the stand for progress. The next department to move, is the Post Office Department, and bearing in mind that no one can run before he walks, I hope they will elect to try the first few steps, as advised in the circular on Federation, now before them. In conclusion let me again quote *Ruskin*:

"It is advisable that a man should know at least three things: — first, where he is; — second, where he is going; — and third, what he had best do under the circumstances."

Yours Fraternally,

FRED. BUSHELL,
Vice-Pres. F.A.L.C.

Transportation Problems.

We have taken this space in *The Civilian* to discuss with our many patrons in the Civil Service the street railway situation.

We have been operating the street railway in Ottawa for nearly thirty years. During that time we can honestly say we have given as good a service as any on this continent. The business has been successful, both for those who took chances in building the first electric railway in Canada, and those who it has served as a street railway and as an active factor in the development of our City.

Our franchise will terminate in August 1923. Two courses will then be open to the City; to purchase the property and operate it as a department of the City Corporation, or to give the present owners a new franchise to carry on the business.

Last January the future of the street railway was discussed at a public meeting under the auspices of the Board of Trade at the City Hall, when we submitted a plan of operation known as Service-at-Cost.

Briefly, Service-at-Cost requires that the fare charged must be just sufficient to pay the operating expenses including a reasonable return on the value of the property; and that while the road continues to be operated by those who understand its peculiar problems, the operators would be directly controlled by a public commission, which body would set the standard of service, the amount to be spent each year on operation, and decide future extensions as required, in other words, directly control all items of revenue and expenditure. We offered in connection with this plan to provide a \$50,000 fund to be placed under the control of the commission, out of which expenditures unauthorized by them would be paid each year.

We think that such a franchise would create a most successful combination, linking up the present operators, who have spent their lives in constant study of the problems of this business and the City Government, who would reflect the desires of the citizens as to service and extensions.

This is a very incomplete statement of the situation but will perhaps serve as an introduction to a series of talks which we propose to have with *Civilian* readers. In this connection we would suggest to our patrons that they become regular readers of the O. E. R. News which appears in the street cars every Saturday morning.

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One Dominion-Wide Organization

By F. MACLACHLAN, *Secretary, Amalgamated Committees.*

For some time past there has been working in the minds of Dominion civil servants in Vancouver, the belief that the lack of cohesion among the various organizations of civil servants is acting as a serious detriment to the welfare of the service as a whole.

This local line of thought has found expression in the formation of committees for amalgamation appointed by the Amalgamated Postal Workers and the local branch of the Dominion of Canada Civil Servants' Federation. These committees have had several meetings, the last being held on Tuesday, 21st September. At this meeting a much appreciated address on organization was delivered by Mr. Smith of the Trades and Labor Council. In emphasizing the value of organization, Mr. Smith pertinently remarked that it is not the request, supplication or demand that is considered by the powers that be, but the weight or power behind it. The present trend of commercial industrialism is every day proving more conclusively the truth of that assertion till, with our own recent attempts to obtain a bonus that would be in reality instead of merely in name, a *cost of living* bonus, it may be accepted as an undebatable fact. Mr. Smith outlined a scheme of organization which, applied to the civil service, would work somewhat as follows:—

1. The formation of committees in each department in each district where that department is represented.

2. The appointment of one delegate from each of these committees, regardless of the comparative strength of the departments, to form a local council.

3. The formation of a principal council at the seat of Government.

Under this system the grievance of a man who has failed to obtain redress, is laid before the committee of his department, who would decide whether his grievance were real or fancied. If real, it would be carried by the delegate to the local council, which would have no option but to forward it to the principal council, the merits of the case having already been judged by those who know most about the class of work performed by the complainant and the conditions under which he works. The complaint so forwarded would be taken up with the authorities by the principal council, they in their turn having no power to set aside a case already adjudged to be legitimate.

The magnitude of their task has rather oppressed the committees of amalgamation in Vancouver, but after hearing Mr. Smith's address these difficulties seemed to melt away, for, said Mr. Smith, "All that is necessary is for each man here to talk to and

interest some other man in the movement. Then you may do what you will but you can't stop the movement, provided it is right and just."

When Mr. Smith left, leaving behind him a large quantity of enthusiasm, the meeting went into committee and placed itself on record as favoring one Dominion-wide civil service organization. It was debated whether this resolution should be placed before the executives in Ottawa, and nothing be done till their opinion was received, or whether an immediate start should be made. A feeling of eagerness pervading the meeting, it was decided to proceed without loss of time, and a constitution committee was at once appointed, with instructions to report on Tuesday, 5th October, when the next meeting will be held. It is the purpose of the joint committees to call a mass meeting of civil servants in Vancouver, and to lay before that meeting a workable scheme for the unification of all civil service organizations throughout Canada, with a comprehensive constitution subject at all times to amendment.

Too great emphasis cannot be laid on the enthusiasm of the meeting and the determination of the members to carry the movement to its ideal, one Dominion-wide civil servants' organization.

A Whitley Council for Postal Employees

(From the *Ottawa Journal* of September 11th.)

A Whitley Council for the Post Office Department is being considered by the Cabinet. The scheme for such a body was submitted by representatives of organizations of Post Office employees, Mr. Tom Moore, president of the Trades and Labor Congress of Canada, and Mr. P. M. Draper, secretary of the Trades Congress.

Submitted Draft Plan

Following conferences between Senator Robertson, Minister of

Labor, and a committee composed of Mr. Moore, Mr. Draper, Mr. W. J. Cantwell, president of the Dominion Postal Clerks' Association; Mr. J. S. Forsyth, representative of the Federated Association of Letter Carriers, and Mr. Frank Jammes, president of the Associated Federal Employees at Ottawa, a draft scheme was submitted to the Cabinet.

Way the Plan Works

The proposed council would be composed of 14 members, seven ap-

pointed by the Government, seven by the staff. The chairman would be a member of the official side, and the vice-chairman a member of the staff side. They would meet frequently. Their powers would not interfere with the prerogatives of the Civil Service Commission or the Government, but they would act as a board of appeal and consider postal employees' grievances. The main purpose of the council would be to bring about greater co-operation between the staff and employees. Each side

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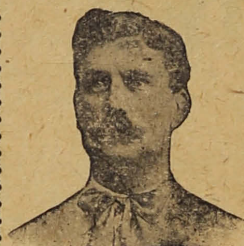
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would bear its own expenses.

This scheme has been placed before the Cabinet at several meetings, and will be discussed again on the return of Senator Robertson from the west. The *Journal* understands that the Civil Service Commission does not favor the idea, but that it has some advocates in the Cabinet.

Considered Before

It is not the first time the Government has been asked to allow a Whitley Council. Several attempts have been made at various times to persuade the Cabinet to grant Whitley Councils. The reply was that the Civil Service Commission, an independent body, could deal with any situation which might arise within the Service. This did not satisfy the representatives of the latter who felt that the Commission had sufficient to do in preparing and applying classification, and in maintaining the staffs of the departments. In addition, they claimed their right to representation

on a body which would arbitrate in cases of differences between the Commission and civil servants.

Successful in England

Whitley Councils have been established in the British Service for some time, and have worked very satisfactorily. The post office scheme is modelled upon the British Councils.

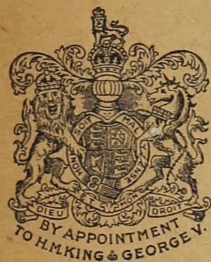
In England there is a National Whitley Council of 54 members for the entire civil service, with departmental councils of 14 members for settlement of domestic differences. The national council includes representatives from six different associations in England. One-half the council is chosen by the associations, and one-half by the Government. The former may or may not be civil servants. The chairman is a member of the official side, and the vice-chairman of the staff. Either may call a meeting; each side appoints two secretaries; and in the national council fourteen from each side constitute a

quorum. Meetings must be held not less than once a quarter, and may be as often as necessary.

The organizations in England are: Post Office Association; Civil Service Federation; Civil Service Alliance; Association of Civil Servants; Association of First Division Civil Servants; Institution of Provisional Civil Servants; Temporary Staff Association.

Postal Clerks' Federation

At present in the postal service there is the Dominion Postal Clerks' Federation, about 2,000 strong, representing employees east of the Great Lakes; the Amalgamated Postal Workers, which seceded from the eastern organization and from the Civil Service Federation and fell into disrepute in the days of the Winnipeg strike, in which their action was not approved by eastern men; Associated Federal Employees of Ottawa; the Railway Mail Clerks' Federation; Rural Postmasters' Association, and the Federation of Letter Carriers.



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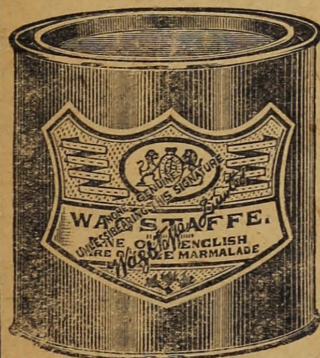
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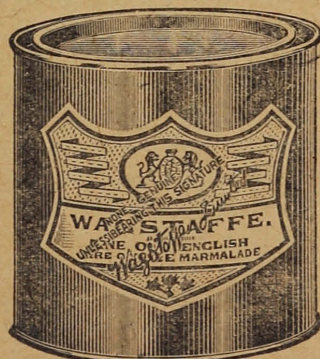
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WELL WORTH READING

Letter Carriers have left the C. S. Federation

A Dominion-wide organization of all Civil Service unions, which will likely be chartered by the Trades and Labor Congress of Canada, is being planned by civil servants. The last big civil service organization affiliated with labor has withdrawn from the Civil Service Federation, decreasing the membership of that body by some 1,200 members. These are the Dominion Federation of Letter Carriers, an organization in affiliation with the Trades and Labor Congress for a number of years.

The decision to withdraw was made at the Peterboro convention of the letter carriers, and communicated to the headquarters of the Federation here. The reason given was that affiliation with the Federation had never been endorsed by the membership, which did not uphold the executive action in joining the Federation.

The Civil Service Federation has not accepted the withdrawal, and placed the latter on file. However, the letter carriers have not paid per capita tax, nor will they do so, it was stated.

This is the second big post office organization to leave the Federation. The Dominion Postal Clerks' Association, 2,000 strong, withdrew some time ago, and later affiliated with the Trades and Labor Congress. Mr. J. C. O'Connor, president of the Federation, would make no comment on the matter.

—Ottawa Journal, Sept. 29.

A Cause of Unrest

The possession by one man of greater capital or income than another does not necessarily constitute an inequity. The educated, able, industrious business man is entitled to more compensation than the uneducated laborer, and very little envy or unrest is caused by success legitimately and righteously obtained.

It is the accumulation of unearned profits illegally or even legally acquired, and the disproportionate returns received from certain sorts of service compared with equally valuable labor, that arouse discontent in the hearts of the unsuccessful and create dissatisfaction of a dangerous sort.

The question to be determined is whether our customary financial transactions

are reasonably righteous, and comparatively fair to the public, or if they are so unjust as to warrant the prevalent indignant outburst against all "plutocrats" and the financial system as a whole.

It has frequently happened that speculations by the affluent have gone unpunished or that the rich defaulter has been speedily pardoned, while petty thefts by the needy result in long imprisonment, but such class distinctions, dangerous though they be, are less serious than the general acceptance of our present methods of conducting business as ethical because legitimate. The men who have engineered many questionable transactions are among the most respectable citizens in the country, and they themselves honestly believe in their own integrity. They are prominent in church and society, often good husbands and fathers, and have no conception of the havoc wrought by their manipulations.

The public is ignorant too. There is a general suspicion that money is often made too fast, but there is entire lack of comprehension of the disastrous effect of apparently harmless procedure upon the public welfare. The lambs are instructed to keep out if they do not know the game or take the consequences.

The great inequity is that every transaction by which financiers reap an undue profit influences disadvantageously the economic status of the worker and the welfare of the public.

EDITOR, *The Arbitrator*.

Women Civil Servants

By M. L. Cale.

(*Whitley Council Representative of the Federation.*)

The political pressure of the women voters is having a very potent effect upon members of the House of Commons, and it will be increasingly difficult as time goes on to resist the demand which is being made on all hands for the removal of the crippling restrictions on the employment of women both in the National Service and outside. The attitude of the House of Commons towards Major Hill's resolution on May 19, which was agreed to without division, and, it was reported, with cheers, plainly shows that women have only to maintain that pressure with a steady insistence and they will achieve their object.

Equal Pay in the House

This resolution called for equality of treatment as between men and women in the civil service, both as regards pay and conditions of employment, and the passing of this motion indicates a weakening of the opposition which prevented women from getting a proper measure of fairplay under the Whitley Report. But it must be made perfectly clear that a pious expression of opinion will not satisfy us, and our rulers at Westminster will have no peace until their passive agreement to the principle is galvanized into active support of our claim.

An Eye on Politics

In addition to keeping an eye on politics, the Federation is co-operating with other women's societies to a closer extent than has hitherto been possible with the means at their disposal, and arrangements have been made for interviewing the various heads of Government Departments to discuss either the extension or the introduction of women's employment, and to make suggestions as to the best methods of dealing with the question.

This extension of activity has necessitated the taking of new offices and the engagement of two full-time organisers, and great keenness and earnestness is being evinced by the women in the service in the various movements on foot in the different offices.

A Progressive Ministry

In the meantime a strong fight is being put up by the women in the service to gain admittance to the executive class both on the score of the work they are already doing and of their potential capacity for undertaking a larger share in the administrative and other higher work than has hitherto been granted to them. They will not tolerate any longer the rapid advancement of young men of no better qualifications than their own to positions of authority over them, and they will demand their proper appointment to higher work. The Ministry of Labor is undoubtedly taking the lead in bringing decent treatment to its women staff, but even there the high officials are occasionally subject to strong reactionary influence, which tend to prevent them from giving, except under

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strong pressure, any sort of generous interpretation to the recommendations of the Whitley Committee. The newly-appointed Joint Permanent Secretary of the Ministry of Labor, Sir James Masterton-Smith, is an influential member of the Official Side of the National Whitley Council, and he has earned the respect and confidence of the staff by his conduct of the negotiations.

—*New Commonwealth* (London).

Politics

"On the recommendation of the Labor Party Advisory Committee, which is considering changes in the machinery of Government, the Joint Parliamentary Subcommittee of the Party Executive and the Parliamentary Party are asking the Prime Minister to receive them on the question of facilities being granted to civil servants to take up Parliamentary candidatures. Under the present regulations a civil servant must resign his position before he can fight a Parliamentary election, and, in the event of defeat, he is not able to return to his former job. This of course means that few of them can afford to take

the risk of losing an election, with the result that the civil service and postal societies can only run a very small number of candidates. The deputation is asking that a civil servant should be granted leave without pay while he is contesting an election. This concession is granted in New South Wales by Act and in France by custom."—*The Civilian*, (London).

Equal Pay

Major Hills (C.U., Durham) asked (in the House) the Prime Minister whether the Government intended to take any action to carry out the resolution of the House on May 19 on the subject of equal pay for women civil servants.

Mr. Lloyd George replied: His Majesty's Government have carefully reviewed this question in the light of the discussion in the House of Commons on the occasion referred to. In this connection my hon. and gallant friend will remember that important and far-reaching changes were recommended in a recent report of a Committee of the National Whitley Council on the organization of the civil service, to which the consent of his Majesty's Gov-

ernment was conveyed through the official side. Steps are being taken to give effect to these recommendations, and, pending further experience, the Government do not feel justified in varying them. In the nature of things these recommendations can only be tentative, and the Government are prepared to review the situation afresh within a reasonable period of time, which in no case will exceed five years, and will, I anticipate, be considerably less.

As *The Civilian* goes to press it is learned that an order has been issued by the Secretary of State Department to the effect that meetings of civil servants are forbidden in public buildings in Ottawa. The order makes it appear that it is applicable only to meetings of organizations affiliated with the Labor movement. The president of the Associated Federal Employees of Ottawa is taking such action as the case deserves.

Newsy
Personal
Notes

Mainly About People

What
We all are
Doing

PROMOTED DEPUTY

J. C. Saunders has been selected to fill the vacant position of Deputy Minister of Finance, from which T. C. Boville, C.M.G., retired some months ago.

Mr. Saunders is another deputy head who has risen from the lowest ranks of the civil service. He received his first appointment in 1882 and has spent thirty-eight strenuous years in the department. He rose through successive grades to the post of chief accountant, which he attained in 1905, and after twelve years longer service he was appointed assistant deputy minister.

Mr. Saunders is fifty-eight years of age and a native of Halifax.

A WAR ECHO

Lieutenant-Commander C. P. Edwards, director of wireless telegraphy, Department of the Naval Service, was invested with the insignia of an Officer of the Order of the British Empire at Toronto on September 22. The appointment is in recognition of the important services to the

Canadian and Imperial forces rendered by Lieut.-Comm. Edwards during the late war.

PERSONAL

J. Vernon Mackenzie has resigned the position of Canadian Trade Commissioner at Glasgow to become editor of McLean's Magazine.

D. W. Johnston has resigned from the Exhibits and Publicity Branch of the Department of Trade and Commerce to re-enter journalistic work.

Major Maurice Pope, M.C., son of Sir Joseph and Lady Pope, was married at Chaumont-Gistoux, Belgium, on September 2, to la Comtesse Simonne, daughter of le Comte and la Comtesse Jean-Jules de Monceau de Bergendal.

Jean Christina, youngest daughter of James White, deputy head of the Commission of Conservation and Mrs. White, was married on September 7 to Sydney C. Stevens of London.

Edward C. Little, son of W. C. Little, of the Department of Railways and Canals, and Mrs. Little, was married on Septem-

ber 7 to Anna Mary Johnston.

William Joseph McDonald, of the Department of Customs, was married on September 7 to Mary Edna Lantier.

F. E. Buck, B.S.A., the noted horticulturist, who has resigned from his position in the Department of Agriculture to become professor of Horticulture at the British Columbia College of Agriculture, was tendered a farewell dinner by his Ottawa friends and presented with a handsome club bag.

William S. Byers, of the Customs, Niagara Falls, was married on September 15 to Marion Upper of that city.

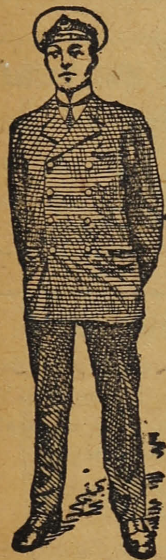
Bryce M. Stewart, of the Department of Labor, was re-elected president of the International Association of Public Employment Services.

Prof. E. E. Prince, Commissioner of Fisheries, was elected vice-president of the American Fisheries Society.

Robert B. Veits, of the Department of Finance, was married on September 25 to Helena, daughter of Mr. and Mrs. Ward C. Hughson.



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Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service.
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Ottawa, February, 1920.



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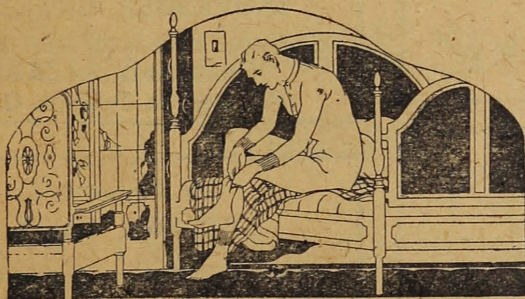
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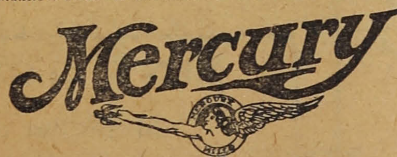
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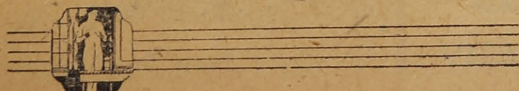
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OBITUARY

DUMONTIER — In Calgary, on September 10, Lieut. A. E. Dumontier, formerly of the Department of the Naval Service and of the 50th Battalion, C.E.F., aged twenty-nine years, son of A. G. Dumontier, of the Department of Customs.

DUNLEVIE — In New York, on September 2, Captain Horace G. Dunlevie, late of the Office of the Auditor General, aged eighty-four years.

LAMBERT — In Ottawa, on September 18, F. X. Lambert, formerly of the Department of Militia and Defence.

JARDINE — In Ottawa, on September 5, David Jardine, of the Department of Public Works.

JOHNSON — In Boston, on September 16, Marjory B., daughter of the late James Johnson, Commissioner of Customs.

CASEY — At Althorpe, Ont., on August 30, May Casey, of the Department of Soldiers Civil Re-Establishment.

McRAE — At Butler, Ind., on September 1, by automobile accident, the brother, sister-in-law and niece of Alex. D. McRae, of the Topographical Surveys.

HARKIN — In Ottawa, on September 16, Elizabeth, relict of the late William Harkin, M.D., and mother of J. B. Harkin, Commissioner of Dominion Parks.

WATERMAN — In Hamilton, on August 12, W. L. Waterman, postal clerk, aged fifty-eight years, a civil servant for thirty-one years.

DENIGER — In Montreal, on August 8, J. A. Deniger, of the Post Office Inspector's Office, aged fifty years.

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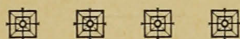
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